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ABSTRACT

This quarterly newsletter provides information about the programs, issues, and concerns of women students, faculty, and administrators in higher education. Each of these four issues (comprising 1 year's worth) presents brief summaries of news items or reports in regularly appearing sections covering campus news, the workplace, sexual harassment, sexual assault, violence on campus, women in athletics, and women's studies. Other regular sections list the resources available (paper and electronic) in areas such as women's health and women in science. A column on the activities of the American Council on Education's Office of Women in Higher Education also appears in each issue. A limited number of employment opportunities are also advertised. (CH)

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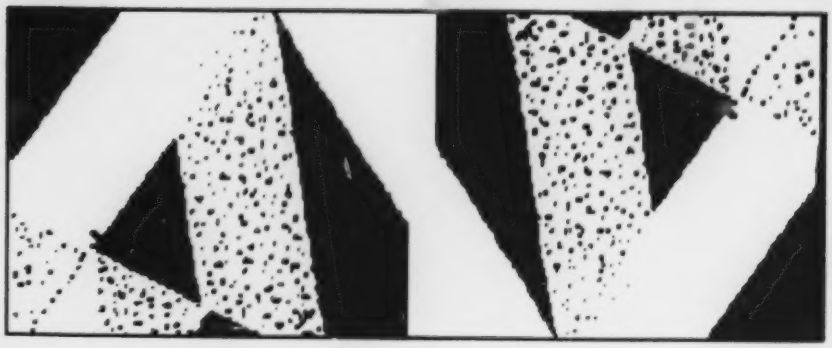

# ABOUT WOMEN ON CAMPUS

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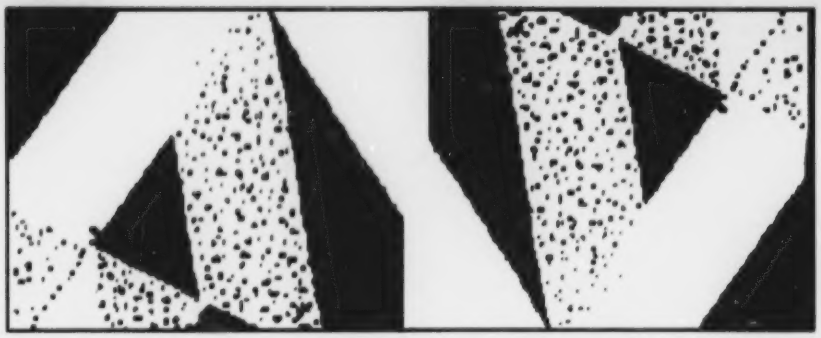

WINTER 1996 • VOLUME 5 • NUMBER 1

# ABOUT WOMEN ON CAMPUS

## FROM AROUND THE CAMPUS

### THE CHILLY CLASSROOM CLIMATE REVISITED

*The Chilly Classroom Climate: A Guide to Improve the Education of Women* examines why the college classroom is still chilly for many women students. This new report, written by Bernice R. Sandler, Lisa A. Silverberg, and Roberta M. Hall, examines the factors that often make the classroom a very different place for men and women students. It describes more than 60 ways in which women and men students are often treated differently in the classroom, albeit inadvertently, by men and women faculty members alike.

Building on the original chilly classroom report written by Hall and Sandler in 1982, this new publication examines a broader range of issues as well as research conducted since the early 1980s. In addition to discussing differential treatment of women, the report describes how the nature of the classroom itself affects men and women differently, examines collaborative learning and feminist pedagogy, and describes how the evaluation of women faculty by their peers and by students may be affected by gender bias. The guide offers over 260 recommendations for institutional policy and programs, and for administrators and individual faculty members.

The Fund for the Improvement of Postsecondary Education of the U.S. Department of Education and the Lilly Endowment, Inc. provided funds for the publication.

The report, which is being published by the National Association for Women in Education, will be released in January 1996 (see page 19).

### GENDER BIAS IN SATS REDUCES THE NUMBER OF WOMEN ADMITTED TO COLLEGES

For many years, critics have claimed that the SAT and ACT standardized tests are biased against women and that the use of such tests in admissions is unfair.

A study of the use of the SAT in undergraduate admissions at the University of California at Berkeley confirms that SAT scores bias the admission process, so the number of women entering each class is reduced by about 5 percent or 200 to 300 students.

David K. Leonard and Jiming Jiang compared 10,000 Berkeley students' Academic Index Scores (a numerical score based on their SAT scores and high school grades) with their actual college grade-point averages. They found that many women obtained higher grades

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The Women's Issues Project of the National Association for Women in Education publishes the quarterly newsletter *About Women on Campus* in cooperation with the Center for Women Policy Studies to provide information about programs, issues, and concerns of women students, faculty, and administrators. Association members receive *About Women on Campus* as part of their $75 membership fee. Individual subscriptions are $20 for one year and $35 for two years. Institutional subscriptions are $28 for one year and $50 for two years.

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The National Association for Women in Education is an independent nonprofit professional organization dedicated to the education and professional and personal development of women and girls. An important force in American education for more than 75 years, the Association is at a crossroads, serving new populations, expanding its services, and developing new and innovative programs to meet the ever-changing needs of women in education.

The National Association for Women in Education does not discriminate on the basis of race, color, national origin, religion, sex, age, affectional or sexual orientation, or disability in any of its policies, procedures, programs, or practices.

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than their Academic Index Score predicted.

In all majors other than chemistry, women with lower Academic Index Scores than men earned grade-point averages equal to those of men who had higher Academic Index Scores. Similarly, women who had scores identical to those of men earned slightly higher grade-point averages than men across all majors.

Women with low scores who were admitted to the colleges of engineering and chemistry through a special admissions program which considered qualitative criteria (such as essays and recommendations) earned higher grades than men admitted on the same basis.

The authors conclude that women should have about 140 points added to their scores in order to compensate for the SAT's underprediction of grades at Berkeley. The paper was presented at the 1995 annual meeting of the American Educational Research Association.

According to the *New York Times*, September 10, 1995, women earn better grades than men in identical courses, despite the fact that women receive on average SAT scores 43 points lower than those of men.

## WOMEN PURSUE TEST-OPTIONAL ADMISSIONS MORE THAN MEN

A few schools have recently initiated admissions policies that do not require students to submit scores from the SAT or the ACT. At Dickinson College, 17 percent of women applicants and 11 percent of men withheld their test scores. At Lafayette, twice as many women as men took the optional route: 20 percent compared to 10 percent.

The results at schools allowing test-optional admissions suggest that the policies are often popular among highly capable students, and that the performance of non-submitters is equal to that of students admitted with test scores.

For a list of over 230 colleges which do not require undergraduate applicants to submit their test scores, send a self-addressed stamped envelope to Test Score Optional, FairTest, 342 Broadway, Cambridge, MA 02139-1802.

## FRATERNITY AND SORORITY MEMBERS OUT DRINK THEIR CLASSMATES

Members of fraternities and sororities are more likely to go on drinking binges, to drink more heavily, and to drink more often than their non-Greek classmates.

The Harvard School of Public Health asked about 15,000 students at 115 colleges about their drinking habits in the two weeks prior to the survey. Results indicate that 86 percent of fraternity house residents and 80 percent of sorority house residents had binged (defined as at least five drinks in a row for men, four for women). Members not living in Greek houses had a lower rate of binge drinking: 71 percent for men, 58 percent for women.

In contrast, 45 percent of male non-members and 35 percent of female non-members engaged in binge drinking.

Schools in the west had a 33 percent lower rate of binge drinkers than elsewhere; the highest rates of binge drinking were found at colleges and universities in the northeastern, north central, and midwestern states. The lowest rates were at traditionally black colleges, commuter colleges, colleges where

alcohol is not sold within a mile from the campus, and schools that prohibit the serving of alcohol to students, faculty, and administrators.

Alcohol is often associated with sexual assault and student-to-student harassment.

### RESOURCE: EXAMINING THE LEGAL ISSUES INVOLVING FRATERNITIES

Because fraternities are often controversial and have in many instances been sued by other students and institutions, a body of law has developed which is relevant for institutions seeking to regulate fraternity behavior.

For a summary of issues and the law, see the summer and fall 1995 issues of *Synthesis, Law and Policy in Higher Education*. Among topics discussed are institutional regulation, prohibition of Greek letter organizations in state institutions, responsibilities and benefits of fraternities, and freedom of expression.

*Synthesis* is published quarterly. For further information, write *Synthesis*, P.O. Box 15898, Asheville, NC 28813-0898.

### WOMEN MORE LIKELY TO STUDY ABROAD

In 1993-94, more than 76,000 students from American colleges and universities studied abroad for credit. Women students were far more likely to study abroad than men; 63 percent of the students abroad were women. Although the figures, prepared by the Institute of International Education, include race and ethnicity for the first time, they do not include numbers by race by sex, so that the numbers of women of color studying abroad is unknown. Eighty-three percent of those who studied overseas were white.

### BUT MEN OUTNUMBER WOMEN AMONG INTERNATIONAL STUDENTS STUDYING HERE

Although the number of foreign students studying in the United States is on the increase, the number of women internationals remains low. Sixty-one percent are male, 39 percent, female.

### COLLEGE STUDENT REGAINS CUSTODY OF CHILD: COURT VOIDS ROLE OF DAY CARE

In our winter 1994 issue, we wrote about a University of Michigan student, a single mother, who was denied custody of her daughter because the judge thought the child would be better off in the care of the father's stay-at-home mother rather than in the care of "strangers" in a day-care setting. The sole issue was the care of the three-year-old child while both parents attended college. Under the mother's custody, the child would attend a day-care center; under the father's custody, the child would be taken care of by his mother.

A Michigan state court of appeals has voided the judge's decision. Maranda Ireland will continue to live with her mother, as she had while the case was under appeal. The court sent the case back to the lower court and instructed it not to consider day care in deciding custody, also ordering a different judge to hear the case.

### OBERLIN WOMEN BUILD A HOUSE

Fifty women from Oberlin College built a three-bedroom house for a low-income family as a Habitat for Humanity project. They raised about $40,000 and took classes to learn construction skills.

### SUPREME COURT TO HEAR VMI CASE; TURNS DOWN CITADEL CASE

The U.S. Supreme Court has agreed to decide whether Virginia's exclusion of women from its state-supported school, Virginia Military Institute, violates the constitution and, if so, whether the "comparable" program it has set up at Mary Baldwin College is a sufficient remedy.

The Court rejected an appeal requesting it to order that the Citadel, the nation's only other state-supported all-male institution, admit women. The fate of the Citadel's all-male admissions policy, however, will be determined by the decision in the VMI case.

### ANOTHER ALL-MALE SCHOOL GOES COED

This fall, the Rose-Hulman Institute of Technology admitted women for the first time. One hundred nine women are among the 1,300 students attending. The decision to integrate was made four years ago and the college used the time to prepare, consulting with female undergraduates at other engineering schools.

Only three all-male non-military colleges remain: Hampden-Sidney, Morehouse, and Wabash colleges, all private institutions. The two all-male military institutions (whose single-sex admission policies are being challenged in the courts) are Virginia Military Institute and The Citadel. (See previous article.)

### TRUSTEES AT PENN WORK FOR WOMEN

Several years ago, Al Shoemaker, the Chair of the Board of Trustees at the University of Pennsylvania at that time, set up the Trustees' Council of Penn Women. Shoemaker, who had a daughter at Penn, wanted a powerful group of women who could address the needs of undergraduate women.

The Council now has 130 members across the country, all of whom are alumni or people with a strong commitment to the university.

The Council's activities include an annual career dinner for junior women, panels on various subjects, an orientation program, and a professional network for all Penn women. For information, write Elsi Howard, Alumni Relations, University of Pennsylvania, 34th and Spruce Streets, Philadelphia, PA 19104; 1-800-584-2320.



### TESTS STILL SHOW GENDER DIFFERENCES IN MENTAL ABILITY

Although the average differences between male and female teenagers were small in a study examining various tests of mental ability, there were significant differences, especially in the variability of scores. Boy's scores varied more widely; in science and mathematics, for example, there were more boys at the top and bottom of the scale.

In the top five percent of mathematics, boys outnumbered girls by a 7-1 ratio. Boys generally did better on tests of science and mathematics while girls excelled at reading and writing. Among the top five percent in reading comprehension and vocabulary there were as few as eight boys for every ten girls, while at the bottom ten percent, there were 1.4 to 2.20 times as many boys as girls.

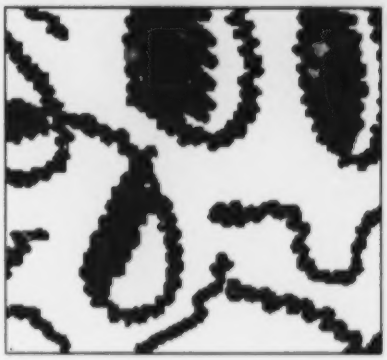
Conducted by Larry V. Hedges and Amy Nowell of the University of Chicago, the study analyzed six large national surveys of teenagers over the past three decades, finding few changes between boys and girls from 1930, when the first survey took place, and 1992, when the most recent was conducted.

Hedges noted that "Some people might use that as an argument that these differences are really biological. I think it is equally plausible that the efforts to change things have been too little." He pointed out that there is more encouragement for men to learn mathematics and science and that women are encouraged to learn literature.

The report also noted that the large number of boys who performed at the bottom of the distribution in reading comprehension and writing "will have difficulty finding employment in an increasingly information-driven society."

The study appeared in *Science*, July 7, 1995.

Bernice Resnick Sandler is a Senior Scholar in Residence with the National Association for Women in Education. She consults regularly with institutions about issues such as the chilly climate and sexual harassment and has given over 1,700 campus presentations.



## WORKING IN ACADEME AND ELSEWHERE

### JOURNALISM PROF SUES UNIVERSITY AFTER GETTING FLAK FOR STUDENT STORIES ON FACULTY SALARY DISPARITIES

David Pearce Demers, an assistant professor in the journalism department at the University of Wisconsin at River Falls, was also advisor to the student newspaper. Shortly after the newspaper published individual faculty salaries and students made the decision to describe the discrepancy between the salaries of male and female professors, Demers was terminated. He is now suing the university, claiming violation of his First Amendment rights.

### TULANE UNIVERSITY HASN'T GIVEN UP ON AFFIRMATIVE ACTION

Tulane University recently set aside $750,000 for a three-year plan to increase the number of women and people of color on their faculty. The fund will pay the salaries of newly hired female and minority professors, so that in essence, a

department would get extra money for hiring women and people of color. For example, a department with one opening could hire two persons if one were female and/or minority. Departments without an opening could also use the fund.

Of Tulane's 704 faculty, about 18 percent are white women, 6 percent black, 4 percent Hispanic, and 6 percent Asian. The figures for people of color do not include the number or percentage of women of color. Nationally 32 percent of college and university full-time and part-time faculty are women; women of color hold 4 percent of the positions (*Research Briefs*, American Council on Education, 6(5), 1995, p. 7.)

## UNUSUAL LETTER ADMITS UNIVERSITY ADMINISTRATOR CREATED INEQUITIES FOR WOMEN

Shortly after a suit against the Kansas Cooperative Extension Service of Kansas State University was settled, the Dean of Agriculture sent a letter to all State and Area Cooperative Extension Service faculty and county extension agents acknowledging that discrimination had occurred. The suit, brought by seven female employees, charged the 4-H Youth Programs Director C. R. Salmon with sex discrimination.

The letter (which may or may not have been required by the settlement) is remarkable for its candor:

> ...as a result of his administrative style, but not due to intentional discrimination, Dr. C. R. Salmon contributed to the creation of inequitable workloads for women, created barriers to success for women, devalued the opinions, concerns, and professional expertise of women, intimidated women, and, implicitly but not overtly threatened women with lack of support for further employment. We imposed sanctions we felt were appropriate to remedy this situation and prevent any further discriminatory impact on women within 4-H Youth Programs. The matter has now been fully resolved, and Dr. Salmon is no longer employed with the university. Dr. Salmon has taken... [an] early retirement option.
>
> It is the intent of Kansas State University to provide a work environment that is free of discrimination and harassment.

Details of the settlement are confidential.

## WOMEN PRESIDENTS ON THE RISE

There are now 453 institutions headed by women, out of approximately 3,400 nationwide. Twenty years ago, only 148 women were chief executive officers, many of them at single-sex institutions.

Slightly more than half the women are in private institutions, slightly less than half in public colleges and universities. About 60 percent are in four-year colleges and institutions; about 40 percent are in two-year institutions.

Of the 453 women, 16 percent are women of color: 39 are African-American, 24 are Hispanic, 7 are Native American, and 2 are Asian-American.

The data are from *Women Presidents in U.S. Colleges and Universities*, a report from the Office of Women in Higher Education at the American Council on Education. Judy. G. Touchton prepared the fall 1995 report, which costs $5.00, from OWHE at ACE, One Dupont Circle NW, Suite 800, Washington, DC 20036; 202-939-9390.

## LOOKING FOR GENERAL DATA ABOUT WOMEN IN HIGHER EDUCATION?

*Women in Higher Education Today: A Mid-1990's Profile* is the subject of an American Council on Education *Research Brief*. The 11-page report includes data about women faculty and students, such as the following:

- More than half (55 percent) of women undergraduates are female; one-quarter of them are women of color.
- Almost half (45 percent) of enrolled women are over 24.
- Women are earning more degrees at all levels than in previous decades, but the degrees are concentrated in fields traditionally dominated by women.
- Slightly more than a third of all faculty members are women. Women faculty are more likely to hold a lower rank and less likely to be tenured than men. Less than one half (48 percent) of all female faculty are tenured, compared to 72 percent of men.
- Women administrators are more likely to hold positions in external affairs and student services than in executive, administrative, and academic affairs. Women hold 453 chief executive officer positions, approximately 16 percent of the total.

For a copy of the report, send $10 to 1995 Research Brief Series, American Council on Education, Department 36, Washington, DC 20055-0036.

## COURT RULES DISCRIMINATION AGAINST THOSE WHO TAKE LONG PERIODS OF TIME OFF FOR CHILDREARING IS OK

A federal court of appeals has overturned a finding of discrimination against Vassar College, which a biology professor had charged with discrimination when she was denied tenure in 1985. A lower court had found that Cynthia J. Fisher had been denied tenure partly because she was older than her peers and married with children. (In the 30 years before Fisher's tenure review, no married woman had been granted tenure in the hard sciences at Vassar.)

In overturning the lower court's verdict, the appeals court stated:

> It is perfectly reasonable to consider as a factor the candidate's prolonged absence from academia in making hiring and promotion decisions. A policy may discriminate between those employees who take off long periods of time in order to raise children and those who either do not have children or are able to raise them without an appreciable career interruption. ...withdrawal from academic life is a telling fact for a tenure decision, because (among other things) it has obvious bearing on the level of professional commitment the department could expect once the pressure of tenure scrutiny was over.

The case may be appealed to the U.S. Supreme Court.

## HOW FAMILY-FRIENDLY ARE UNIVERSITIES AND COLLEGES?

We may find out soon. A survey asking institutions how they support members of their communities in balancing their family responsibilities was sent in November 1995 to all colleges and universities. The joint project is sponsored by the College and University Personnel Association (CUPA) Foundation, the Families and Work Institute, and 19 universities.

Among the subjects explored are what has been done to assess or communicate work-family issues, the role of these issues in planning, and work-family policies such as benefits for part-time workers and students, child care, assistance programs, resources on work-family issues, wellness programs, flex-time, job-sharing, domestic partner benefits, family-leave policies, and allowing time off during work to attend children's school or child-care functions.

A report on the survey's findings is expected to be ready by the summer of 1996. For further information, call Cathy Rimsky, Project Manager at the Families and Work Institute, 330 Seventh Avenue, 14th floor, New York, NY 10001; 212-465-2044, ext. 229.

**Resources:**

• The fall 1995 *CUPA Journal* is a special issue devoted to the interrelationship of work and family. Articles cover management of the overlap of work and family, establishing an infant/toddler day care center, the effects of child care arrangements on absenteeism, campus work and family programs, elder care, and the use of college and university summer campus as a form of child care.

For information, write the College and University Personnel Association, 1233 20th Street NW, Suite 301, Washington, DC 20036-1250. Single issue price: $20.00.

• Contact the electronic discussion group "Women, Work and Family in the 20th Century," WS238-L@UBVM

## COURT OPENS DOOR TO PUNITIVE DAMAGES UNDER TITLE IX

In 1992, in *Franklin v. Gwinnett County School District*, the U.S. Supreme Court ruled that a student who had been sexually harassed [or otherwise been discriminated against on the basis of gender] is entitled, under Title IX of the Education Amendments of 1972, to seek monetary damages from the institution. (Title IX prohibits sex discrimination in institutions receiving federal assistance; like Title IX, the court's decision covers both employees and students.) Some people have questioned whether the Court's decision covers punitive as well as compensatory damages.

A recent decision by the Sixth Circuit Court of Appeals upheld a $1.3 million punitive damage award for disability discrimination under section 504 of the Rehabilitation Act of 1973, which is similar in form to Title IX. Should other courts follow the same line of reasoning, institutions may be exposed to considerably more liability not only under section 504 but also under Title IX as well as Title II of the Americans with Disabilities Act. The case is *Moreno v. Consolidated Rail Corp. (Conrail)*.





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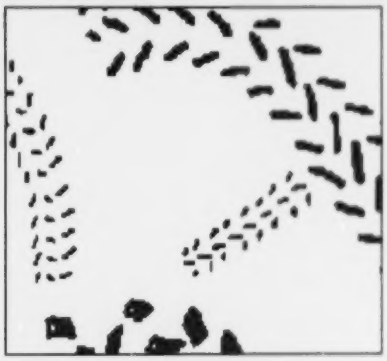


# SEXUAL HARASSMENT

## CHIEF OF CAMPUS POLICE REMOVED FOR SEXUAL HARASSMENT

Acting Deputy Chief David H. Surratt, Sr., the highest-ranking campus police officer of a 40-member force at the University of the District of Columbia, repeatedly pressured a female member under his command, Wilma Y. Bumpers, to have sex with him. He continued to pursue her when she eventually refused. Two male officers who submitted statements supporting her claim were subsequently transferred to less desirable work shifts; one was also demoted. A female officer Surratt had previously harassed and who also submitted a statement supporting Bumpers had her work hours changed, too.

Bumpers' claim was upheld by the DC Department of Human Rights. Only after the *Washington Post* wrote that UDC had not responded to the finding of probable cause did the school take disciplinary action.

The outcome: Surratt retains his $44,000 salary and has been removed from the police force. He faces a suspension of 30 days without pay, after which he will be permanently assigned to various duties at the school's agricultural facility. Bumpers, who had been on public assistance as a result of losing her job, has been rehired by the campus police.

## PROF ACCUSED OF HARASSMENT SUES CORNELL UNIVERSITY FOR $1.5 MILLION

James B. Maas, who last year was found guilty of violating Cornell's policy on sexual harassment after four female students filed complaints against him, is now suing Cornell. Maas, who is well known for his documentaries on PBS, was admonished against kissing, hugging, or otherwise touching undergraduate students and was prohibited from giving expensive gifts to students, traveling alone with them, or hiring them to work in his home. The committee also recommended that Maas be dismissed if he engages in sexual harassment again.

Maas, who did not deny most of the charges, claims that he was the victim of a "witch hunt," that his behavior was, however, not sexual harassment, and that Cornell's disciplinary process violated his due process rights.

Maas is being represented by the Center for Individual Rights, a Washington-based group that represents faculty and students who feel they are victims of "political correctness."

## SCHOOL CANNOT IGNORE TEACHER COMPLAINTS OF SEXUAL HARASSMENT BY STUDENTS

In what may be the first lawsuit involving a teacher complaint of sexual harassment by male students, a high school principal who ignored the students' behavior was found not to be immune from a civil lawsuit. The female teacher, a band leader, had been the subject of sexually offensive notes and posters; she had complained to the principal, who took no action to stop it.

The principal had sought immunity, claiming that he could not be held responsible for student behavior and that as a government official, he should be shielded from civil liability. The court ruled that it would be "objectively unreasonable to believe that a principal who intentionally permits students to sexually harass a teacher after a teacher voices complaints" does not violate the teacher's rights.

Although the case did not involve an institution of higher education, it nevertheless has implications for colleges and universities, because the court held an educational official responsible for the behavior of students in a situation involving the harassment of faculty. The case is *Howard v. Board of Education of Sycamore Community Unit School District No 427*, N.D. Illinois, No. 94 C 50175, July 21, 1995.

## PROF AGREES TO RESIGN AFTER HAVING SEXUAL RELATIONSHIP WITH STUDENT; UNIVERSITY OF NORTH CAROLINA BOARD OF GOVERNORS TO EXAMINE POLICIES ON CONSENSUAL RELATIONSHIPS

Shortly after the new chancellor of the University of North Carolina at Chapel Hill said he would seek to fire James D. Williams, an English professor who had hired a student with whom he had a sexual relationship, Williams resigned. He had also paid the student $2,400 from a grant he was administering.

After the former chancellor placed a letter of reprimand in Williams' file, and removed Williams as director of the university's writing program, several members of the

state legislature complained about the leniency of the punishment. As a result, the Board of Governors for the 16 campuses of the University of North Carolina has begun an inquiry into the kinds of policies each has adopted concerning sexual relationships between faculty members and students they supervise.

### CORNELL STUDENTS SEND HARASSING, DEGRADING MATERIAL ABOUT WOMEN TO INTERNET

Four male students at Cornell University devised a list of the top 75 reasons why "women (bitches) should not have freedom of speech." The list included reasons such as:

- *Because that stupid look on her face should not be accompanied by an equally stupid statement.*
- *Women created tampon and yeast infection commercials shown during televised football games.*
- *If she can't speak, she can't cry rape.*
- *Intelligent car conversation? Hell no. Her head should never be above the dashboard.*
- *Helen Keller was the ultimate woman.*

Many of the "reasons" contained sexually degrading, vulgar, and gross comments and words which we would not print here. The sophomoric comments were sent on October 27, 1995, to 20 friends on the internet, who then sent them via e-mail to students all over the country.

Students, faculty, and administrators from many campuses such as Harvard and Stanford sent protests to Cornell. Within three weeks, Cornell's vice president for information technology received over 1,000 e-mail messages; he said that the office was virtually overwhelmed by phone and electronic messages. The four students claimed to be receiving 50 to 60 threatening responses a week during the same period.

After students protested at Cornell, the four students, Evan Camps, Rikus Linschoten, Pat Sicher, and Brian Waldman, publicly apologized in the student newspaper on November 3.

Charges of sexual harassment and misuse of computer resources have been filed against the students by the institution's judicial administration. The men's excuse? "It was just a joke."

What is unusual about the incident is not the content of the men's message but that Cornell responded rapidly and that women, and supportive men, from many campuses rallied to mount a campaign to contact Cornell protesting the message.

### SEXUAL HARASSMENT: ANIMALS DO IT TOO

Several studies mentioned in a New York Times article on October 10, 1995, describe how male animals, as well as bees and other insects, sexually harass their female counterparts. Females develop strategies to avoid or minimize the harassment and, in a number of species, band together to combat it. Some researchers estimated the "costs" of sexual harassment, such as injuries, and noted that time spent fending off harassment is time not spent caring for young or seeking food. They also noted that the costs of such harassment outweigh any benefits to the species, and that male harassment and aggression toward females are far worse in the human species than in others.

Lest the reader begin to believe that sexual harassment is biologically determined in humans: if it were, all males would engage in it; preventive measures, such as training, would not have the effects that they do—cutting the incidence of sexual harassment and helping women to deal with it.

### SEXUAL HARASSMENT COMPLAINTS BY MEN ON THE RISE

Although sexual harassment of men by women is rare, complaints about it are increasing, but only slightly. Between 1990 and 1994, sexual harassment complaints men filed with the federal Equal Employment Opportunity Commission increased from eight to ten percent. EEOC enforces Title VII, which prohibits discrimination in employment and covers college and university employees.

### RESOURCE

*Sexual Harassment: Research & Resources* is a good source of information about many issues concerning sexual harassment. First published in 1992, the updated volume briefly but succinctly covers definitions and incidence, sexual harassment at work and in education, impact on women, sexual harassment and different groups of women, policies and procedures, legal recourse, counseling and psychiatric issues, and the aftermath of the Thomas-Hill hearings. It also includes a selected bibliography.

Appendices list researchers and expert witnesses, organizations, additional guides, media and conferences, guidelines for an effective policy, and guidelines for organizing speakouts and forums.

Order from the National Council for Research on Women, 530 Broadway, 10th floor, New York, NY 10012-3920; 212-274-0730.
Cost: $9.60, postage included.

# SEXUAL ASSAULT

## FBI DOUBLES ITS ESTIMATE OF RAPES

Using new survey questions, the federal government doubled its annual estimate of rapes and attempted rapes to 310,000. Until this survey, the government asked only about attacks of any kind, without mentioning rape or sexual assault. For its 1993 survey, the government asked a direct question about rape.

The data come from the government's National Crime Victimization Survey, which annually interviews 100,000 Americans 12 years or older. Four out of five sexual assault victims reported they knew their assailant. The Department of Justice, which conducted the survey, estimates that there were some 500,000 sexual assaults, including 170,000 rapes and 140,000 attempted rapes.

The government figures on the incidence of rape are substantially lower than the 683,000 estimate derived from a private study by the National Crime Victims Research and Treatment Center at the Medical University of South Carolina and the National Victims Center in Arlington, VA.

The difference may be in part a result of the use of the word "rape" in the federal survey. Researchers have found that the number of positive responses goes down by about 50 percent when a questioner uses the word "rape" instead of just describing sexual intercourse, because many women do not identify forced sex by their husband as rape, although it meets the legal definition.

## DIRECTORY OF PROGRAMS DEALING WITH SEXUAL VIOLENCE BEING COMPILED

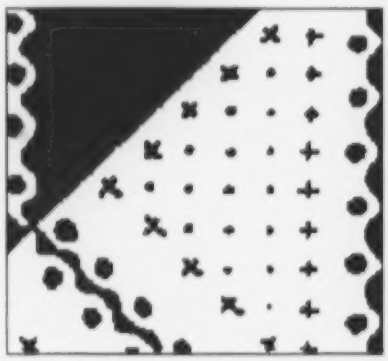
CCOAR (Coalition of Campus Organizations Addressing Rape) is compiling a directory of centers, programs, and organizations dealing with campus sexual violence in the U.S. and Canada. Centers not based on campus but which are a primary or only resource for a campus will also be included, as will organizations working with sexual violence issues, including organizations and programs focusing on K-12 students. For information on being listed or obtaining a copy of the directory, contact CCOAR, c/o P.O. Box 5743, Irvine, CA 92716 or eribet@orion.oac.uci.edu.

## RESOURCE

*The Other Side of Silence: Women Tell About Their Experiences with Date Rape* is a collection of personal narratives of date rape survivors and their families and friends. It also contains a chapter by a young man who committed a date rape. Many of the rapes occurred on college campuses.

Articles by experts provide additional information about sexual assault and cover a wide range of issues: reconciling religion and rape, rebuilding one's self-image, revising laws dealing with rape, how to help a victim, what to expect from a rape examination, and a feminist analysis of date rape. A list of rape crisis centers and hotlines is also included.

The 257-page book, edited by Christine Carter, will be of help to anyone dealing with this issue, whether working with survivors, developing rape awareness programs, or even surviving a sexual assault. Available from Avocus Publishing, Lower Village, Gilsum, NH 03448; 800-345-6665, for $19.95.



# SEXUAL ASSAULT AND ATHLETES

## NO ONE WANTS THIS RAPIST ON CAMPUS TEAMS (EXCEPT FOR A FEW ADMINISTRATORS)

Mesa Community College is the fourth and latest institution to back off from letting Richie Parker become a campus athlete.

In our last issue, we wrote about George Washington University's offer of an athletic scholarship to Parker, a high school basketball player who had pleaded guilty to felony sexual abuse for his role in sexually assaulting a high school classmate. After protests from faculty, students, alumni, women's





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groups and others, GWU withdrew the scholarship offer.

Coach Robert Standifer of Mesa had agreed to allow Parker to play basketball starting in the fall semester, but the offer was later withdrawn by the administration. The coach resigned over his role in recruiting Parker. Parker, who is attending classes at Mesa, is expected to try to transfer to a four-year institution at the end of the year.

Earlier, Seton Hall University rescinded a scholarship offer and the University of Utah stopped recruiting Parker after campus protests.

Parker has publicly apologized and agreed to pay his victim an undisclosed amount of money should he play professional basketball.

### FALL ROUNDUP OF COLLEGE ATHLETES ACCUSED OF SEXUAL MISCONDUCT AND WORSE



The *Chronicle of Higher Education* reports some of this fall's incidents in which male college athletes have been accused of some form of sexual misconduct:

• An Iowa State University basketball player was arrested on charges he sexually abused a female student. He was subsequently dropped from the team.

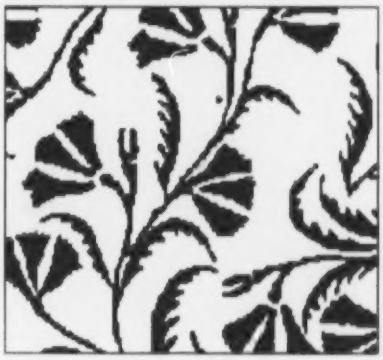
• Lawrence Phillips, a star running back at the University of Nebraska, broke into a campus apartment and beat his former girlfriend, a member of the basketball team. He was immediately suspended from the football team, but was then reinstated by the coach after the campus judicial system allowed him to remain on campus and he pleaded no contest to the assault charge.

• Two football players were barred from Idaho State University's football team after they admitted having sex with 14-year-old girls.

• There are other problems: According to a study by Todd Crosset of the University of Massachusetts at Amherst, athletes at Division I colleges were more likely to be involved in sexual assaults than other students.

Schools often have no policies or standards for dealing with athletes accused of crimes.

Coaches and administrators often do not view sexual crimes as seriously as they do other crimes.



## WOMEN IN ATHLETICS

### WOMEN'S SESSIONS AT ATLANTA OLYMPICS AMONG THE MOST POPULAR

Among the most-requested tickets for the Olympic games, those for women's sessions led the way. The top-ten events, all sold out, are:

1. Opening ceremonies
2. Gymnastics (women's individual all-around final)
3. Gymnastics (men's vault final, women's balance beam final)
4. Gymnastics (women's team optionals)
5. Women's platform diving preliminaries
6. Gymnastics (women's team compulsories)
7. Bronze and gold-medal men's basketball games
8. Gymnastics (women's floor exercise final)
9. Baseball gold-medal game
10. Men's platform diving preliminaries

### ROUNDUP OF CASES

• **A Win for Women at Virginia Polytechnic Institute:** Virginia Tech settled a class-action suit brought by 12 students on behalf of those who wanted to participate in varsity sports. Women had only 20 percent of athletic slots and athletic scholarship dollars although they are 40 percent of the student body. Virginia Tech agreed to expand women's varsity slots to within three percent of women's undergraduate enrollment by 1996-97, and women's share of scholarships to within five percent of women's enrollment by 1997-98. The case was handled by the National Women's Law Center of Washington, DC.

• **A Court Case Avoided:** The University of Pennsylvania settled a complaint filed with the U.S. Department of Education's Office for Civil Rights by five female athletes and nine coaches of women's teams in May 1994. Penn agreed spend more dollars on women's sports so that, for example, women will have full-time coaches in squash, gymnastics, and field hockey, more modern locker rooms, and greater access to weight rooms. The rate of participation of women on athletic teams was not an issue.

• **A Loss for Brown University:** The judge who initially found Brown University guilty of discriminating against women athletes has declared Brown's proposed plan to balance

the number of women and men athletes "fatally flawed." Brown, a major leader in criticizing Title IX's athletic provisions, has been actively working to change them. Brown will appeal the decision.

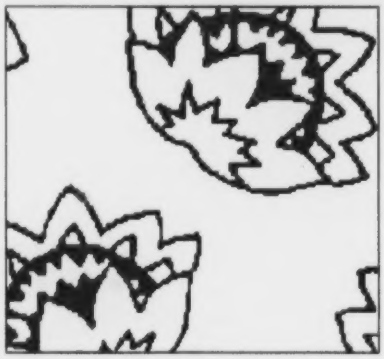
• **Institutions Sued by Mostly Men:**

*Illinois State University*. Seventeen former and current athletes are suing the university for both racial and sexual discrimination. The athletes are claiming that when men's soccer and wrestling were cut in order to comply with Title IX, the men were not pro-vided with due process. The suit also claims that minority athletes were disproportionately cut.

One plaintiff is a black female basketball player who charged she was not allowed to sit with another black team member and that she had been sexually harassed by athletic officials.

*State University of New York at Albany*. A suit filed by athletes challenging the cutting of men's tennis, wrestling, and women's swimming in order to bring the institution into closer compliance with Title IX was thrown out of court. The judge said the decision to cut those sports was neither arbitrary or capricious or in violation of Title IX.

• **Settlement at Saint Bonaventure:** A former women's coach and the university settled their case in a confidential settlement. The woman claimed she had been forced to quit, that she was made a scapegoat for the institution's difficulties with the NCAA, and that the university discriminated against women athletes and coaches.



# WOMEN'S STUDIES

## FEMINIST PRESS CELEBRATES 25TH ANNIVERSARY

The Feminist Press at The City University of New York is celebrating its 25th year of publishing feminist books. Started by Florence Howe, the press is the oldest continuing feminist publisher in the world, publishing a wide array of fiction and nonfiction about women in the United States and elsewhere, including books about women of diverse groups and books for children. For a catalogue, write The Feminist Press at The City University of New York, 311 East 94th Street, New York, NY 10128.

## KEEPING UP WITH YOUR LIBRARY

Some campus libraries circulate a monthly list of their women's studies acquisitions. At Vanderbilt University, for example, a women's studies bibliographer in the central library issues a monthly list. For further information, call Marillyn Craig, 615-322-4843. Could your library do something similar?

## CONFERENCE FOR GRADUATE STUDENT RESEARCHERS ON GENDER

The sixth annual graduate student research conference on gender issues to be held in February 1996 is co-sponsored by the University of Southern California Center for Feminist Research. At previous conferences, students from several California institutions participated. Students submit one-page abstracts which are reviewed by a committee of faculty and graduate students.

The conference could serve as a model for similar regional conferences. For information, contact the University of California at Los Angeles Center for the Study of Women, 310-825-0590.

## SEVENTH NATIONAL CURRICULUM INTEGRATION WORKSHOP TO BE HELD AT MEMPHIS

"In the Classroom and Beyond: Race, Gender, Class and the Curriculum" will examine these issues and provide participants with the opportunity to work in small groups on course revisions and curriculum issues, including general education and revision of the major in their fields. Working groups are offered in education, history, humanities, institutional change, mass communication, natural sciences, and social sciences.

Sponsored by the University of Memphis Center for Research on Women, the conference is scheduled for May 30-June 1, 1996. For information, contact the Center for Research on Women, University of Memphis, Memphis, TN 38152; 901-678-2770.

### DIVINITY SCHOOL AT VANDERBILT TO STUDY GENDER AND SEXUALITY

Using $1 million from an endowment fund, the Divinity School at Vanderbilt University will study issues of gender and sexuality in order to help churches deal with them from bases in scripture and the social sciences. The grant, from the E. Rhodes and Leona B. Carpenter Foundation, will fund public conferences, publications, and other resources.

### WOMEN'S STUDIES PROFS NOT LIKELY TO BE REPUBLICANS

A Cornell University student patiently examined voter rolls to track down the party affiliation of 385 professors in selected departments at Cornell. Six percent were Republicans. Of the 41 professors who taught women's studies, none belonged to the GOP.

### WHAT HAPPENS TO WOMEN'S STUDIES GRADUATES?

Good things, apparently. *Women's Studies Graduates: The First Generation*, by Barbara F. Luebke and Mary Ellen Reilly, examines the lives of 89 women who majored in women's studies. This first comprehensive national study on the subject does more than answer such long-asked questions as "What do you do with a women's studies major?" The authors report answers to a series of questions about how women's studies affected students' academic experiences, their jobs, and their lives, and about the advice they would offer to students thinking about women's studies as a major and to faculty and administrators involved in women's studies.

The book will be of help especially to women's studies directors and faculty, to students, to those interested in gender in higher education, and to guidance counselors and career development personnel. Published by Teachers College Press of Columbia University (Athene Series), the 207-page book costs $21.95, paperback.

### RESOURCES

• Cornell University has a new 20-page catalogue, "New and Recent Books in Women's Studies," listing books on history, literary criticism, and psychoanalysis. Cornell University Press, P.O. Box 6525, 750 Cascadilla Street, Ithaca, NY 14851-6525; 607-277-2211.

• *The United Nations and the Advancement of Women 1945-1995* is a comprehensive reference which chronicles the work of the United Nations in improving the status of women. More than 100 conventions, declarations, and other key documents demonstrate how the UN's focus has expanded beyond political and family life to include poverty, violence against women, and equal access to education, employment, and health care.

The book is the sixth volume of the UN Blue Book Series and can be obtained for $29.95 from United Nations Publications, Room DC2-0853, Dept. 358A, New York, NY 10017; 800-253-9646. Order number: E.951.29 92-1-100567-1.

• *Women's Health in the Curriculum: A Resource Guide for Faculty* is a practical resource for those developing a women's health curriculum or integrating women's health into an existing program. Although aimed at medical school faculty, the book will also be of help to other faculty members.

The guide includes sample curricula, descriptions of model programs, lists of teaching tools, readings, and organizations; it presents an overview of clinical skills, theoretical knowledge, faculty evaluation tools, "hot topics" in women's health research, and gender bias in medical education. Prepared by the National Academy on Women's Health Medical Education, which is co-sponsored by the Medical College of Pennsylvania and Hahnemann University and the American Medical Women's Association, the guide sells for $15 for AMWA members, $20 for others. Add $5 for postage. Checks payable to MCPHU should be sent to NAWHME, Medical College of Pennsylvania and Hahnemann University, Broad and Vine, M.S. 490, Philadelphia, PA 19102-1192.

### LOOKING FOR $$$ FOR WOMEN STUDENTS?

For a brief and inexpensive source of information about scholarships, fellowships, loans, and other financial programs in a number of fields, see *Dollars for College: The Quick Guide to Financial Aid for Women in All Fields*. The approximately 90-page booklet contains sections on federal aid programs, financial aid terminology, and a numbered list of 349 briefly described financial aid programs. Many women's colleges and colleges enrolling predominantly women are also included, apparently because they provide scholarships. (Students may not know that virtually all schools provide scholarships for some students.) Nevertheless, the booklet is a good beginning source of information for aid aimed at women students. A few graduate programs are also described. The guide includes a list of useful books and an index that locates information by





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field, state, and special groupings, such as reentry women, sorority members, and women's colleges.

Available for $6.95 from Garrett Park Press, P.O. Box 190D, Garrett Park, MD 20896. The booklet is revised every 12 to 18 months.

## ELECTRONIC RESOURCES

The following list provides some of the many sources of information about women in education, such as curriculum issues, gender analyses, and feminist pedagogy, all identified by internet address. Most are also accessible by BITNET. You can also search the internet gopher and world wide web sites by using terms such as "women," "women's studies," "gender equity," and "sex discrimination." If you need help, consult the computer experts at your own university.

Only a few of the numerous resources available on line are included; instructions for retrieving a more comprehensive list of gender-related lists are available by signing on to WMST-L, which is included in the list below. Lists about gender issues in specific disciplines are also available.

To subscribe to an electronic mailing list, send an e-mail to the address listed, and leave the subject of the e-mail blank. The text should read:

Subscribe [space] name of list [space] your first and last name (do not use a signature block for your name).

Activists can find information at http://www.igc.org/women/feminist.html, which has sections on communicating with other feminists, general and specific resources on a number of issues, feminist and women's organizations, news, a calendar, suggestions for action, and feminist fun and games.

For general information about education, health care, and the economy, see the home page for the American Association of University Women: http://www.aauw.org.

CAMPCLIM: College campuses' personal, educational and physical environments. (LISTSERV@UAFSYSB.UARK.EDU)

EDUCOM-W: A moderated discussion of technology and education issues that are of interest to women. (LISTSERV@BITNIC.EDUCOM.ORG)

FEMAIL: Moderated channel for feminist discussion. (FEMAILREQUEST@LUCERNE.ENG.SUN.COM)

The Feminist Majority Foundation offers information about such topics as women's health, employment and career concerns, politics, athletics, domestic violence, and a student network: http://www.feminist.org/.

FIST: Feminism in/and Science and Technology (LISTSERV@DAWN.HAMPSHIRE.EDU)

GAYNET: Focuses on gay and lesbian concerns on campus. (GAYNETREQUEST@ATHENA.MIT.EDU)

GENDER@RPIECS: Communication and gender. (COMSERVE@VM.ECS.RPI.EDU)

GRANITE aims to stimulate research in the field of gender and new information technologies. (LISTSERV@NIC.SURFNET.NL)

LESAC is a list for bisexual and lesbian graduate students and faculty members. (MAJORDOMO@VECTOR.CASTI.COM)

EDEQUITY is an international theory and practice discussion list on issues of gender equity in a multicultural context in schools, colleges and other education sites. (MAJORDOMO@CONFER.EDC.ORG)

PROFEMEN is a pro-feminist men's issues list whose purpose is "to provide a forum for discussion of issues pertaining to being men and being pro-feminist." (LISTSERV@DAWN.HAMPSHIRE.EDU).

SASH is the list of Sociologists Against Sexual Harassment. (AZPXS@ASUVM.INRE.ASU.EDU)

WISENET promotes women and girls of diverse backgrounds in science, mathematics, and engineering. (LISTSERV@UICVM.UIC.EDU)

WMST-L@UMDD serves the academic and professional needs of teachers, researchers, students and/or program administrators involved in women's studies. Participants exchange information regarding teaching strategies; texts and films; research; funding sources; building Women's Studies majors, minors, and graduate programs; conferences; calls for papers; job opportunities; and publications. (LISTSERV@UMDD.UMD.EDU.)

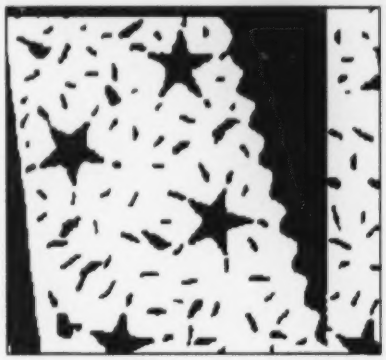
For a comprehensive directory of women's studies-oriented e-mail discussion lists, select the WMST-L choice on http://www.inform.umd.edu:8080/EdRes/Topic/WomensStudies/Computing/WMST-L.

A four-page list of electronic resources about women appears in *Feminist Collections: A Quarterly of Women's Studies Resources* 16(2), 1995, 19-23, published by Phyllis Holman Weisbard, University of Wisconsin System Women's Studies Librarian, 430 Memorial Library, 728 State Street, Madison, WI 53706; 608-263-5754. Different subscription rates apply. The quarterly periodically covers electronic resources.



### YES – YOU MAY REPRINT OUR STORIES!

Readers may use up to five articles from each issue of *About Women on Campus* in their own publications, provided they give full and detailed credit to *About Women on Campus* and the National Association for Women in Education. Please send a copy to us.



## MISCELLANY

### EARNING DISPARITIES START EARLY: IN GRADE SCHOOL

The *Wall Street Journal* reports that an informal survey of fourth-grade children in an Oak Park, IL school revealed that boys received larger allowances than girls. Boys received an average of $3.18 per week; girls received $2.63, or $.87 for every dollar the boys received. At the adult level, women receive 76.4 cents for every dollar received by men, with salary discrepancies typically much greater at the upper salary levels.

Like their adult peers, the girls worked harder too. Boys reported doing three chores at most, while girls reported doing up to twelve.

### GOOD LOOKS CONFER BRIGHTNESS ON MEN BUT NOT ON WOMEN

Linda Jackson at Michigan State University and her colleagues analyzed 68 studies which generally show that attractive adults and children are perceived as more intellectually competent than their less attractive peers. However, there are gender differences in the way attractiveness is viewed in the workplace. Good-looking men are considered more competent and intelligent than men who are equally smart but not as attractive. Being beautiful seems to confer little advantage to women in the workplace in terms of being perceived as competent and intelligent.

### FOURTH WORLD CONFERENCE ON WOMEN

*Seeking a Copy of the Platform for Action?*

Write the Division for the Advancement of Women, United Nations, New York, NY 10017.

*Looking for Follow-up Information About Girls and Education?*

Contact the International Federation of University Women, 37 Quai Wilson, CH-1201, Geneva, Switzerland.

*Want to Know How the U.S. Department of Education is Planning to Implement US Commitments?*

Contact Sandra Battle at the U.S. Department of Education, 202-401-1000. Department priorities include plans to convene a national assembly on the education of women and girls, launching a public awareness campaign to change discriminatory policies and practices, convening leadership forum to develop new leaders, and intensifying efforts to increase family-friendly employers who encourage family involvement in learning. The DE will also work with other agencies to promote women and girls in science, mathematics, and technology and to combat violence against females.

*Want Follow-up Information in General?*

Contact the International Women's Tribune Center, 777 U.N. Plaza, New York, NY 10017; 212-687-8633. E-mail: iwtc@igc.apc.org.

*Want to Find Out About the White House Implementation of the Platform for Action?*

Contact the President's Interagency Council on Women, The White House, New Executive Office Building, Suite 3212, Washington, DC 20503, 202-456-7350; internet: htpp://women.usia.gov/usia/

*Wondering About Just What the Platform for Action States About Sexuality and Women's Rights?*

At the UN conference, the nations of the world squarely addressed the issues of women's sexuality and women's rights. This is what they agreed on:

The human rights of women include their right to have control over and decide freely and responsibly on matters related to their sexuality, including sexual and reproductive health, free of coercion, discrimination, and violence. Equal relationships between women and men in matters of sexual relations and reproduction, including full respect for the integrity of the person, require mutual respect, consent, and shared responsibility for sexual behavior and its consequences.

## TRYING TO FIND OUT WHAT'S HAPPENING IN WASHINGTON?

Check out *Action Alert*, a monthly newsletter published by the American Association of University Women. Focusing primarily on legislation, the newsletter summarizes federal activity which affects women and includes suggestions for action, such as what to write and to which members of the Congress and what to include in letters to newspaper editors. Subscriptions are $20 for members, $35 for others. Contact AAUW Action Alert, P.O. Box 96793, Washington, DC 20090-6793.

## IT'S NOT TOO SOON TO PLAN FOR WOMEN'S HISTORY MONTH

Every March many institutions conduct programs, exhibitions, and other activities to commemorate Women's History Month. If you are looking for ideas, posters, videos, books, and other materials, consult the National Women's History Project *Women's History Catalog*.

Now in its fifteenth year, the National Women's History Project has been a prime supplier of materials for institutional use at both the college and primary and secondary levels. For further information, call 707-838-6000; fax 707 838-0478; e-mail NWHP@aol.com.

Campuses may also want to consider linking the U.N. Fourth World Conference on Women to their activities celebrating Women's History Month.

**Resource:** *Women's Suffrage in America: An Eyewitness History* contains hundreds of eyewitness accounts from diaries, letters, speeches, and newspaper articles which illustrate how the suffrage movement appeared to those who lived at the time. The accounts are from both unknown persons and well-known figures such as Sojourner Truth, Susan B. Anthony, Frederick Douglass, and Helen Keller.

Each chapter contains an introductory essay, chronology of events, and critical documents, such as the Declaration of Rights and Sentiments at Seneca Falls and the 19th Amendment. Capsule biographies of more than 100 key figures, a bibliography, and 100 photographs are also included. The 451-page book, written by Elizabeth Frost and Kathryn Cullen-DuPont, is indexed and costs $45 plus $2.50 shipping. Contact Facts on File, 460 Park Avenue, New York, NY 10016; 800-322-8755.



80TH ANNIVERSARY

Evolving Pathways

Educating for the New Millennium

1996 Conference

National Association for Women in Education

February 28–March 2, 1996 • Hotel Inter-Continental Chicago

Contact NAWE National Office for information



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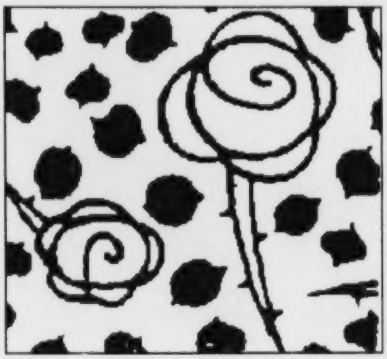

# ACE OFFICE OF WOMEN IN HIGHER EDUCATION

### A Celebration!

On October 25, ACE/NIP's nine Executive Board members packed their briefcases and laptops, armed themselves with a weekend's supply of handout materials, flip-charts, and markers, and set off for their annual retreat. Their goal: the development of strategies and action steps needed to implement ACE/NIP's newly revised mission. What grew out of the two days of intense discussion—besides a meeting room strewn with papers and walls covered with flip-chart pages—was a plan for a birthday party...ACE/NIP's 20th birthday, to be precise. While this may seem an unlikely outcome for a working retreat, it is a decision that resulted directly from the substantive dialog that occupied much of the weekend.

ACE's 1997 Annual Meeting will provide the occasion at which the National Identification Program officially marks its 20-year commitment to advancing the role of women in higher education. Much has been accomplished during these two decades; the many positive changes that have been brought about, however, are not enough. Last year, the NIP Executive Board reaffirmed its commitment by broadening its vision and revising its mission statement; this year, we built upon that expanded vision by devising strategies and more than 30 action steps that will lead to achievement of our mission. As the decades pass, the issues that historically have been at the heart of the ACE/NIP mission must be strategically reframed if we are to maintain focus and attention on the women's agenda. The NIP has identified its approach for the coming decade as one in which coalitions with other women's organizations will be built, and partnerships with male colleagues established. Among the 30-some initiatives that will be undertaken to implement this action agenda are:

- Using telecommunications to build and support the ACE/NIP network
- Increasing the nominations of women for senior-level positions
- Recruiting more women of color into the network and into state and national committees
- Building international bridges with women's organizations
- Increasing the visibility of the NIP and its goals through public relations vehicles and by distributing models of effective partnerships between women and men
- Increasing communication among state NIP programs
- Offering more leadership development opportunities for women in the network

And now, back to the birthday party. In the flurry of action-oriented, goal-driven planning, the women of the Executive Board identified the need to strike a balance between our commitment to life and our life's work. The theme that emerged was one of celebrating life and each other, in addition to celebrating the large and small achievements in our work. While next year will certainly be devoted to the goals of advancing women and women's issues, the Board will also focus attention on celebrating the lives of women and men who support these goals. Planning NIP's 20th birthday party will provide some welcome balance to our activities: the emphasis will be on two decades of achievement, but also on the lives of women who brought about—and will benefit from—that achievement.

Notes prepared by Dr. Carol A. Moore, Provost and Vice President for Academic Affairs, Mercy College, Dobbs Ferry, NY.

# Purdue University

**West Lafayette, Indiana**

## DIRECTOR OF PERSONNEL SERVICES

Purdue University invites applications and nominations for the position of Director of Personnel Services. The Director reports to the Vice President for Business Services and Assistant Treasurer and is responsible for the leadership and management of a staff of 70 employees. The University seeks a Director with effective interpersonal skills and extensive personnel expertise to direct its comprehensive and team-oriented human resource program. Applicants must have proven leadership ability and significant experience in the full range of policies, programs and activities relating to Human Resources.

Management responsibilities of the Director include: employment; organization and career development; compensation and benefits; employee assistance; employee relations; policy and planning; human resource systems; and classification for non-faculty staff positions. The position requires a Bachelor's degree in Business, Personnel Administration, or related field; five years of progressively responsible professional management experience, and the ability to work and communicate effectively with diverse constituencies.

Purdue University is Indiana's public land-grant university. Enrollment is nearly 35,000 for the West Lafayette campus. Greater Lafayette, Indiana, is located 65 miles NW of Indianapolis and 126 miles SE of Chicago. The resident population of Tippecanoe County exceeds 100,000. In 1995 Lafayette was the recipient of an All American City award and ranked by *Money Magazine* as the 20th best place to live in the U.S.

Submit nominations and letters of application accompanied by a vitae/resume to: Screening Committee, Purdue University, Personnel Services Team 6, 1126 Freehafer Hall, West Lafayette, IN 47907-1126, Fax (317) 494-6138. Preference will be given to applications received by January 12, 1996.

***Purdue University is an Affirmative Action, Equal Opportunity Employer***


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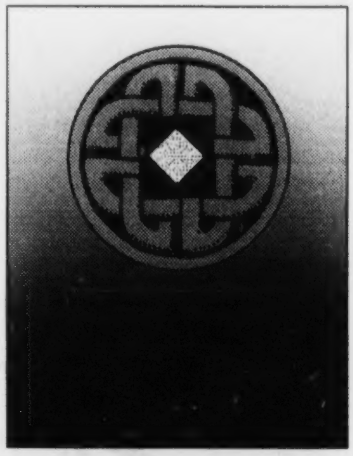

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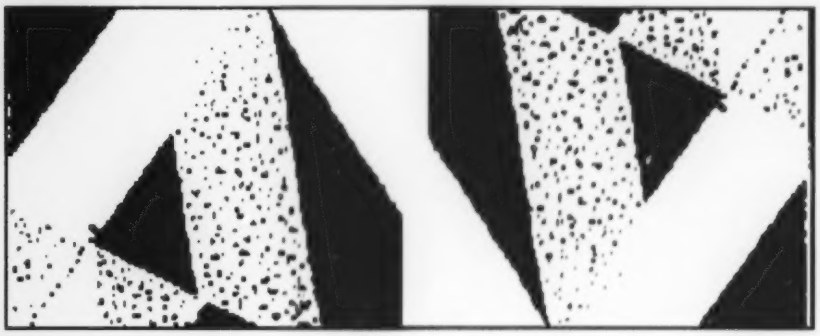

# ABOUT WOMEN ON CAMPUS

SPRING 1996 • VOLUME 5 • NUMBER 2

## FROM AROUND THE CAMPUS

### SUPREME COURT TO DECIDE VMI CASE

One of the most important sex discrimination cases to reach the Supreme Court will be decided some time this spring. At issue is the all-male admissions policy of Virginia Military Institute, a state-supported school. The U.S. Department of Justice challenged the policy six years ago. An appellate court had ruled earlier that providing a military education for men only was a violation of the Constitution, and that the violation could be cured by the state's offering a "parallel" program, one that was "separate but substantially comparable" for women. That option is now being offered at Mary Baldwin College, but the program is very different from the one at VMI; among other things, it is not adversative; there is no barracks experience and military training is limited.

The Court will decide whether the all-male policy itself violates the 14th Amendment of the U.S. Constitution. The second question is whether the Mary Baldwin program adequately solves the constitutional violation. The case is not expected to affect private single-sex institutions.

Justice Clarence Thomas will not participate in the decision; one of his sons is a student at VMI.

The decision will affect the all-male admissions policy of The Citadel, the only other all-male public postsecondary institution. Shannon Faulkner, who won the right to be the Citadel's first female cadet, has been replaced by Nancy Mellett as a plaintiff in the case. The Citadel, which spent over $2.7 million dollars fighting the case, recently sold $1.5 million worth of stock given the institution by Ted Turner of Turner Broadcasting System to be used to meet its huge legal costs. Turner has given $5 million worth of stock with $20 million in a charitable trust to be distributed after Turner's death. Three of Turner's sons graduated from the Citadel.

### WORST BINGE DRINKERS ON CAMPUS: GREEKS AND ATHLETES OF BOTH SEXES

In our last issue we wrote that fraternity and sorority members outdrink their classmates: 86 percent of fraternity residents and 80 percent of sorority women binge drink, compared to 45 percent of men and 36 percent of women who are not affiliated with Greek life.

Now we focus on binge drinking and athletes. Men involved in inter-

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**Women's Issues Project**

National Association for
Women in Education
Suite 210, 1325 18th Street NW
Washington, DC 20036-6511

Project Director: Patricia A. Farrant

Editor: Bernice Resnick Sandler

Business Manager: Lynn M. Gangone

The Women's Issues Project of the National Association for Women in Education publishes the quarterly newsletter *About Women on Campus* in cooperation with the Center for Women Policy Studies to provide information about programs, issues, and concerns of women students, faculty, and administrators. Association members receive *About Women on Campus* as part of their $75 membership fee. Individual subscriptions are $20 for one year and $35 for two years. Institutional subscriptions are $28 for one year and $50 for two years.

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collegiate athletics also have a very high rate of heavy episodic drinking: 61 percent had had five or more drinks in a row in the two weeks preceding a survey conducted by the Harvard School of Public Health. Among men who were not involved in sports, 43 percent reported being involved in binge drinking.

Fifty percent of women athletes reported having four or more drinks in the previous two weeks, compared to 30 percent of non-athletes.

Although alcoholism has been acknowledged as a serious campus problem, and has often been associated with sexual assault and student-to-student harassment, athletic departments in general seem to have done little in terms of prevention programs for their athletes.

## FRATERNITY CHASTISED FOR USING SEXUAL MATERIALS FOR RUSH

When Phi Gamma Delta, a fraternity at the University of North Carolina at Chapel Hill, was attempting to entice students to join, it sent a letter to the dormitory rooms of 40 students. The letter used sexuality as an incentive for joining and contained numerous sexual references, such as mentioning masturbation, oral sex, and female genitalia. Comments urged pledges to take advantage of sorority women who were drunk, describing sorority pledges stumbling "around the dance floor in a drunken stupor bordering on the brink of alcohol poisoning."

*The good news:* Campus women obtained the letter and distributed it widely on campus, giving out copies as part of a "Take Back the Night" march. The letter was also read aloud by members of a campus group called People Organized for Women's Empowerment and Rights (POWER).

The national office suspended the fraternity's charter. Ironically, the University of North Carolina had set up an office for fraternity affairs in the spring of 1995 in order to promote healthy activities for fraternity and sororities.

The fraternity agreed to several sanctions, including a service project at a local rape crisis center and education for their members on sexual harassment and alcohol abuse. In addition, all rush materials must now be approved. The institution's Interfraternity Council also condemned Phi Gamma Delta's actions.

*The bad news:* Shortly after the incident, the Interfraternity Council elected one of the authors of the letter to be its treasurer.

## FRAT MEMBERS PHOTOGRAPH WOMEN IN DORM SHOWER

Three Zeta Beta Tau members at the University of Pittsburgh were caught photographing women students taking showers. Members were asked to obtain a photo of a naked woman as part of a fraternity scavenger hunt. The three first-year students were arrested and convicted of harassment and trespassing.

The university has ordered the chapter, which was already on probation, to disband. The chapter is appealing the decision.

## IOWA REGENTS VOTE TO END WARNING TO STUDENTS

After three separate incidents in three classes in which students complained about sexually explicit materials, the University of Iowa's Board of Regents voted to require professors to warn students before presenting any materials that depict sexual acts that might offend some students.



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It later softened the warning to cover "unusual or unexpected" presentations or materials. Many faculty members as well as some students had protested both policies as impinging on academic freedom.

The third and newest policy, drafted and approved by the Faculty Senate, simply requires professors' syllabi to present typical information about the goals and objectives of the course, the readings and anticipated materials. It also requires professors to present "the appropriate context for course content."

### LOOKING FOR PROGRAM IDEAS: HOW ABOUT A COLLOQUIUM ON DAUGHTERS AND MOTHERS?

For several years, the Wellesley College Center for Research on Women and the Stone Center have presented an annual Daughters and Mothers Colloquium. This spring's conference focuses on "Daughters and Mothers in Cultural Contexts," exploring various perspectives of ethnic and cultural backgrounds in relation to issues such as development, acculturation, self-esteem, and excellence. For information about this popular program, call the Wellesley Center at 617-283-2500.

### NUMBER OF WOMEN DOCTORATES STILL INCREASING

In 1994, women earned 38.5 percent of doctorates, compared to 37.9 percent in 1993. Men's percentage for the same years dropped from 61.8 percent to 61.5 percent. With the exception of education, where women earn 60.9 percent of the doctoral degrees, men outnumber women in every field. The smallest gap is in the social sciences, where men earn 50.6 percent of the doctoral degrees compared to women's 49.4 percent share.

However, the increase of women has been consistently higher than that of men. The most striking example is in the social sciences, where the number of women increased by 16 percent, while the number of men increased only 3 percent between 1990 and 1994.

The largest gaps are in engineering, where women earn only 10.9 percent of the doctorates, and in the physical sciences, where women earn 20.3 percent of the doctoral degrees.

The data are from the Summary Report 1994: Doctoral Recipients from United States Universities, published by the National Research Council, Office of Scientific and Engineering Personnel, 2101 Constitution Avenue, NW, Room TJ2006, Washington, DC 20418. Call 202-334-3161 for further information.

### WOMEN IN MEDICAL SCHOOL CONTINUE TO INCREASE

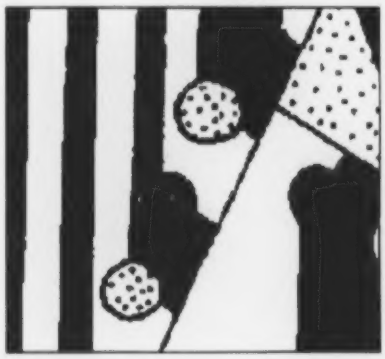
Forty-two percent of the nation's medical students are women. Several top schools, such as Johns Hopkins, Yale and Stanford have admitted more female than male students. Back in 1960, when almost all medical schools maintained quotas for women, only six percent of the students were female .

### WOMEN PROTEST NEW COSMETIC COUNTER AT U OF PENN BOOKSTORE

When the University of Pennsylvania installed a new make-up counter, twenty students protested, pointing out that the counter occupies more ten times more space that the space allocated for books on women's studies.

The students also pointed out that the only cosmetics carried were the Estée Lauder Clinique line. The company's chief executive officer is a member of the university's board of trustees.

Contrary to the myth that feminists tend not to use cosmetics, a survey by Thomas Cash, a psychologist at Old Dominion University (VA), found that feminists use cosmetics more frequently than more traditional women. Feminist women do not consider makeup demeaning or frivolous, but use cosmetics to express self-esteem; they are also motivated to present a competent image in order to influence how others perceive them.



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## WORKING IN ACADEME AND ELSEWHERE

### STILL, WOMEN FACULTY: GO HOME!

Slightly over 24 percent of 1995 first-year students believe that "The activities of married women are best confined to the home and family." The statement was part of the annual survey of first-year students conducted by the Higher Education Research Institute at the University of California at Los Angeles.

Over 30 percent of male students and over 19 percent of women students agreed with the statement.

These percentages have remained fairly consistent over time; in fact, the women's percentage this year dropped slightly.

If this article seems familiar, it is because we have printed these results annually for several years. When we first reported the response to this statement several years ago, we raised the question (and do so again) as to what the implications are for married women faculty when nearly a quarter of students feel that their very presence in the classroom is inappropriate.

The data appear in "The American Freshman: National Norms for Fall 1995," Higher Education Research Institute, UCLA Graduate School of Education and Information Services, Los Angeles, CA 90024-1521.

## COLLEGES ADVERTISE JOINTLY FOR DUAL-CAREER FACULTY FAMILIES

For the faculty couple with two PhDs, finding two jobs in the same area is often difficult. Three colleges are working together to share information about open positions as a recruiting device. Bates College, Colby College, and Bowdoin College, all in Maine, recently placed a joint advertisement about their 1996-1997 vacancies, pointing out that the institutions are near each other and thus may be particularly attractive to faculty couples.

## WOMEN IN SOME TRADITIONALLY FEMALE FIELDS MAY BE MOST AT RISK FOR VIOLENCE

Women face just as much risk as men for violence in the work place: nurses and teachers are the most at risk. About 260,000 women each year are victims of workplace violence, such as rapes, homicide, and beatings. Women are more likely to experience assault than men: 58 out of every 100,000 women have experienced workplace assaults serious enough to warrant time off from work. For men, the comparable figure is 52 assaults.

The most dangerous jobs for women are nurse's aide, nurse, police officer, and secondary school teacher. Female food service workers, hotel workers, cashiers, and taxi drivers are among those most likely to be murdered while at work.

The study that produced these results was sponsored by the American Federation of State, County, and Municipal Employees and was conducted by the Center for Women in Government at the State University of New York at Albany.

## WOMEN LESS OPTIMISTIC ABOUT WORK THAN MEN

Although women overwhelmingly recognize that many changes in the workplace have occurred to improve the lot of women, 84 percent of women in a recent survey agreed that "regardless of changes that may have occurred, women still face more restrictions in life than men do." Seventy-six percent said that sexual discrimination "remains a serious problem" even though it is less frequent and more subtle than previously.

Seventy-six percent stated that sexual harassment was still a problem in the workplace.

Women identified several factors as barriers keeping them from advancing in the workplace: "old boy networks," women being held to higher standards than men, and women being given low-level or mid-level positions.

Both men and women were less likely than previously to believe that women's role will keep changing. In 1990, 73 percent of women saw women's role as continuing to change. By 1995, only 56 percent were optimistic about women's role changing. In 1995, only 57 percent of men believed so, in contrast to the 76 percent who believed so in 1990.

The survey, repeated every five years for Virginia Slims cigarettes, was conducted by Roper Starch Worldwide Inc.

## HAVING IT ALL? WELL, NOT EXACTLY

Only one in six women who attended college between 1966 and 1979 managed to have both a career and children by the time she reached middle age. Of the women who had a career, half had no children. And of this latter group, 46 percent earned less than the lowest 25 percent of men the same age and with comparable education.

The data come from Claudia Golden, an economist with the National Bureau of Economic Research, who analyzed census and other data.

## HAVING A BABY STILL NOT EASY

Although many institutions and companies have family leave policies, employees are reluctant to use them, even though it would allow them to spend more time with newborns, young children, and dependent parents or a spouse.

A Conference Board study released last year in June showed that 83 percent of 129 companies offered part-time policies but only 12 percent of employees used the policy. Specific data about faculty use of family leave policies are not available but anecdotal evidence suggests that women faculty particularly are

reluctant to use such policies because they fear being viewed as not sufficiently committed to their careers. Until institutions convince their employees that taking family leave won't have an adverse effect on their careers, the policies are not likely to be used, even though they would help faculty and staff handle family matters more effectively.

Evidence of the strong negative feelings administrators and supervisors have about staff pregnancy, as well as women's increasing understanding that pregnancy discrimination is illegal, can be found in the increasing number of pregnancy discrimination cases being filed nationally. Between 1991 and 1995, the number of complaints filed with the U.S. Equal Employment Opportunity Commission rose from 3,000 to over 4,000. Sixty-six percent of the claims involve firing, compared to 47 percent of other discrimination claims.

### UPS AND DOWNS IN UTAH

The 1995 annual report on faculty and administrative positions in the Utah System of Higher Education shows progress in several areas and difficulties in others.

For example, women faculty in the nine state institutions have increased from 20.41 percent of the total in 1984-85 to 30.41 percent in 1994-95. However, nationally, women hold 31.6 percent of the faculty positions in colleges and universities. Nevertheless, the gains in Utah are impressive: during this period women gained 417 positions; men increased by 200.

As in virtually all institutions of higher learning, women in Utah institutions are more prevalent at the lower ranks and men predominate at all ranks. Sixty-three percent of male faculty have tenure, in contrast to 34 percent of female faculty.

Salaries follow the same national trends: at every rank males earn more money than their female counterparts.

Although nearly 13 percent of the full professors throughout the system are women, there are wide institutional variations: women are less than five percent of the full professors at Utah State University, 12 percent at the University of Utah, and 36 percent at Salt Lake Community College.

The Utah State Board of Regents policy requires an annual report concerning the status of women as faculty members and administrators throughout the state system of higher education. The policy and the report could be used as a model for other state systems. For a copy of the recent report, contact the Board of Regents, Utah System of Higher Education, 355 West North Temple, 3 Triad Center, Suite 550, Salt Lake City, UT 84180-1205.

### UNIVERSITY OF COLORADO PAYS $180,000 TO FEMALE PROFESSOR

The University of Colorado agreed to settle a case with a professor in the East Asian languages and literature department who charged that the chair of her department tried to damage her career after she broke off an affair with him. He criticized her work, gave her an unfavorable evaluation, and said negative things about her to students.

Sue Chermiack will receive two years of salary and benefits, and nearly $50,000 for emotional distress. In addition to legal fees, she will receive $3,000 for travel and does not need to teach during the two years she receives the salary.

### BERKELEY TO PAY $1 MILLION TO FORMER PROFESSOR

The University of California at Berkeley has settled a case brought by one of its former professors, who claimed both sex and race discrimination. The settlement will bring $1 million dollars to Marcy L. Wang, a former professor of architecture, who claimed that the tenure committee ignored positive comments about her made by professors and students and had misrepresented her record in order to deny her tenure.

A university spokesperson denied discrimination and noted that going forward with a trial might have cost more than the settlement. He did admit, however, that the institution had made several procedural errors.

### COURT OVERTURNS AWARD OF $250,000

Joan M. Lakosi, a former professor at the University of Texas Medical Branch at Galveston, was awarded a quarter of a million dollars when she brought a successful sex discrimination suit against the institution. She had charged that the school used stricter promotion standards for women than for men in granting tenure.

On appeal, however, the judgement was overturned for technical reasons: the appellate court said she should have filed with the U.S. Equal Employment Opportunity Commission before suing the university. The court did not contest the finding that the university had discriminated.

## COLLEGE BANDS: NOT LED BY WOMEN

Although women students have not been kept out of bands since the passage of Title IX in 1972, few women actually lead college bands. Only six percent of college band directors are women, according to a study by Linda Hartley, director of the University of Dayton's band.

## ADJUNCT JOB REGISTRY SERVICE AVAILABLE

With institutions often turning to part-time adjuncts to staff many teaching positions, it was only a matter of time before a specialized registry service would be established. The Adjunct Registry helps colleges and universities throughout the country locate persons for part-time positions. Candidates who register pay a $17 fee.

For further information, contact the Registry at 262 Coleridge Street, Brooklyn, NY 11235.



## RESOURCE

*WORKING WOMEN COUNT! A REPORT TO THE NATION*

This report, published by the Women's Bureau of the U. S. Department of Labor, catalogs the results of a survey of over 250,000 women who work in the paid labor force. Among the issues explored are what women like and dislike about their jobs and what they want to see changed.

Copies cost $3.75 and can be ordered from the Superintendent of Documents, P.O. Box 371954, Pittsburgh, PA 15250-7954, Stock #029-002-00082-7.

## PUTTING WORK AND FAMILY TOGETHER

Some colleges and universities are taking a hard look at work and family issues and figuring out ways to make it easier for faculty and staff members to combine their work and family lives. In fall 1995, the College and University Work/Family Association held a conference for administrators from 25 leading institutions to discuss what institutions are doing and could do. Usually, when most people think of ways institutions can be of help, they think of child care. However, The *Chronicle of Higher Education* (November 17, 1995) reported several less common ongoing programs:

- Princeton University offers a "snow camp" for employee children in its gymnasium for $20 a day when local schools are closed due to snow. The children play games and can watch movies.
- Boston University provides a program for employee children when the local schools are closed for a week in February and in April. Sponsored by the physical education and dance departments, the program costs $120 for the week and provides activities for school-age children.
- Johns Hopkins holds monthly discussion groups on topics of interest to families, such as being a single parent and adopting a child.
- Harvard University helps employees pay the costs of adopting a child.
- Harvard also subsidizes a service which sends a caregiver to a faculty member's home on short notice to take care of an elderly relative or a sick child.

Harvard allows faculty members in arts and sciences to request six months of relief from teaching with full pay for each child they have, up to two children. Junior faculty members can also delay a review for promotion or tenure for up to a year for each child they have.

- The Massachusetts Institute of Technology has sixty breast pumps for rent to faculty and staff members who are nursing their babies. The pumps, rented at a low price, make it possible for nursing mothers to express and store milk, so that they can spend a longer time at work without interrupting nursing.

Family-friendly policies are essential if women are to be attracted to and retained in academe.

The College and University Personnel Association in conjunction with the Families and Work Institute is currently surveying all institutions to find out what services are offered for working families. (See *About Women on Campus* 5(1), 1996, p. 6.)

The development of family-friendly policies has long been an important commitment for many major corporations. Last fall, 21 major corporations announced a $100 million initiative to develop and strengthen child care and elder care. The Women's Bureau of the U.S. Department of Labor is developing an "honor roll" of employers that have been implementing programs to improve the lives of employees. Perhaps a "honor roll" for family-friendly universities and colleges would stimulate new programs and policies.



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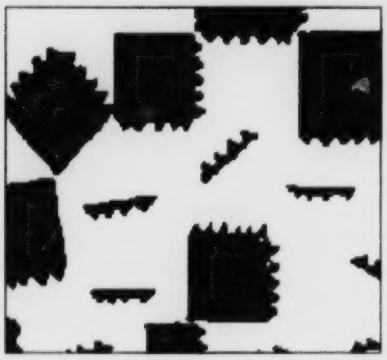


# SEXUAL HARASSMENT

## OFFICE FOR CIVIL RIGHTS TO ISSUE POLICY GUIDANCE CONCERNING SEXUAL HARASSMENT

The Office for Civil Rights at the U.S. Department of Education is planning to issue policy guidance for institutions concerning sexual harassment. The Department is responsible for enforcement of Title IX, which prohibits sexual discrimination, including sexual harassment, in institutions receiving federal funds.

For over a year, OCR has been exploring what kind of guidance is needed and in what form. At this point, OCR plans to issue a set of questions and answers about sexual harassment, expected to cover issues such as defining conduct of a sexual nature; hostile environment harassment, including student-to-student harassment; and same-sex harassment. The document will also cover general concepts and include citations to OCR letters of findings and case law. It is planned for distribution by late spring or summer of 1996.

## LETTER RATING WOMEN STUDENTS' APPEARANCE: IS IT SEXUAL HARASSMENT?

An anonymous letter to law students at Yale University rating five women students in categories such as "total package, "best legs," and "most flirtatious" was put in the mailboxes of first-year law students. Dean Anthony T. Kronman described the letter as "juvenile," but nevertheless termed it sexual harassment.

As a result of the letter, the treatment of women students at the law school became a topic of conversation, and a committee was appointed to explore the issue more fully.

## OFFENSIVE ELECTRONIC SPEECH NOT HARASSMENT AT CORNELL

When four male first-year students circulated on electronic mail a message entitled "Top 75 Reasons Why Women (Bitches) Should Not Have Freedom of Speech," protests from critics across the country poured into Cornell (See *About Women on Campus* 5(1), 1996, p. 8.) The message suggested that women should be silenced to keep them from crying rape or from saying no to sex, and contained other offensive references about women. The message received wide circulation after the initial recipients—friends of the writers—then circulated it to others.

As the protests mounted, the four men publicly apologized in a letter to the student newspaper and each agreed to perform 50 hours of community service and to attend a rape-awareness seminar.

However, university officials who investigated the incident stated that the offensive electronic mail did not violate Cornell's computer-use or harassment policies, because the authors had shared their note only with a small group of friends, none of whom were offended by the message, and that the message had not been directed to anyone they believed would be harassed by it.

## BUT AT CAL TECH ELECTRONIC MAIL CAN BE PART OF SEXUAL HARASSMENT

A graduate student at the California Institute of Technology has been expelled for harassing his former girlfriend. Among the factors influencing the expulsion decision was evidence that the student harassed her via e-mail, although Cal Tech notes that the e-mail was only a small portion of the evidence.

## E-MAIL CASE AT MICHIGAN NOT FINISHED YET

The U.S. Department of Justice has appealed a case in which a federal judge dismissed the charges against Jake Baker, who has posted materials on the Internet about abducting, torturing, and raping a female classmate (See *About Women on Campus* 4(3), 1995, p. 9.)

Baker, who knew the student slightly from a class in which both were enrolled, claimed his messages were a work of fiction, even though he used the classmate's name. Baker had been suspended and was in jail, until he was freed by the judge who stated the e-mail was only a "rather savage and tasteless piece of fiction."

## SMOKING GUNS IN THE HARD DISK: DELETED E-MAIL NOT GONE FOREVER

Many people believe that once they delete old messages from their e-mail, the messages are indeed gone; they are unaware such messages can be recovered. When the message is sexually harassing, it can be used as evidence in a lawsuit. Sexist jokes or derogatory sexist remarks can often be recovered by special computer programs.

Main computers often make backup copies of deleted e-mail messages, and individual computers and disks may retain messages for months or even years after the messages have been "deleted." Institutions may want to warn employees and students that such messages can be uncovered and be used as evidence in cases involving sexual harassment.



Bernice Resnick Sandler is a Senior Scholar in Residence with the National Association for Women in Education. She consults regularly with institutions about issues such as the chilly climate and sexual harassment and has given over 2,000 campus presentations.

## STALKING UPDATE

The first anti-stalking law was passed in 1990 in California. Some six years later, stalking is now prohibited in all 50 states. People using telephones to stalk can be also be prosecuted in all states but Connecticut, Illinois, and Maryland. Alaska's law specifically covers threats by e-mail. For successful prosecution, all of the laws require the victim to feel threatened by physical violence. Stalking includes actions which the victim takes as a threat, such as a letter or note or someone driving by the victim's house or workplace.

Institutions would be wise to incorporate anti-stalking provisions in their student codes. Stalking is serious; Reid Meloy, a San Diego forensic psychologist, found that 25 percent of cases lead to physical violence and 2 percent lead to murder. A report on the effectiveness of anti-stalking laws is expected from the U.S. Department of Justice later this year.

## ANTI-STALKING PROHIBITION ADDED TO STUDENT CODE

Temple University's Law School has added a provision to its Code of Student Conduct to prohibit stalking. Although many student codes include provisions that theoretically would prohibit stalking, the inclusion of specific language describing the behavior is thought to be more of a deterrent.

The provision reads as follows:

> It is now a violation for a Temple Law School student to: engage in a course of conduct, included but not limited to stalking, directed at a member of the law school community which would cause a reasonable person in the victim's position severe emotional distress or which would place a reasonable person in the victim's position in fear of bodily injury or death, provided that this provision shall not be interpreted to abridge the right of any member of the law school community to freedom of expression.

The provision was enacted after three years of discussion.

## STUDENTS MORE LIKELY THAN FACULTY OR EMPLOYEES TO BE HARASSED

A study at Iowa State University found that nearly one in five female students had experienced sexual harassment on campus during the previous five years. In contrast, 18 percent of female faculty members reported sexual harassment, compared to 13.5 percent of female staff members.

The school had conducted three separate surveys of students, staff, and faculty.

## NOBEL POET ACCUSED OF SEXUAL HARASSMENT AGAIN; BOSTON UNIVERSITY SHOULD HAVE LISTENED TO HARVARD

Derek Walcott, Boston University's Nobel-Prize winning poet and playwright, has once again been accused of sexually harassing a student. Former student Nicole Niemi is suing both the university and Walcott, claiming that he asked her to have sex with him and threatened her with a failing grade when she refused. Niemi states that she responded that she did not care about her grade and that she was really there to have her play produced. Walcott's response, according to

Niemi, was the he would not produce her play and that none of her work would ever be done.

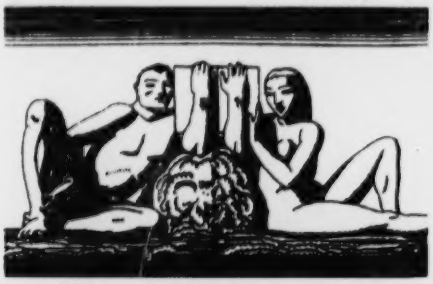
Niemi withdrew from the course in 1994 as a result of Walcott's sexual advances. Boston University attorney Larry Elswit described the student as a frustrated playwright who was angry that Walcott produced another student's play in an annual student competition. (Walcott was one of three who made the decision.)

However, the accusation has a familiar ring to it. Back in the early eighties, Walcott, then also at Boston University, was teaching a poetry workshop at Harvard University. He asked a female student to have sex with him. When she reported the incident, it was investigated and Harvard's Administrative Board changed her grade from a "C" to a "pass." It was believed to be the first grade change ever made in Harvard's history. At the time, Harvard's dean wrote a letter of reproach to Boston University, which took no action; a spokesperson said the incident was "a Harvard matter." In 1992, another Boston University student was described in the *Evening Standard* as also having been propositioned by Walcott.

Boston University is the institution that accepted Ewart Yearwood, a former Swarthmore student who was suspended after he was accused of "intimidating" a female student. Swarthmore's plan was for him to attend another college during his suspension, with Swarthmore footing the tuition bill, and for him to return to Swarthmore. Columbia initially accepted but then rejected him. Boston then accepted him as a student. Yearwood declined to return to Swarthmore and currently is a student at Boston University.


INITIATIVES

*Journal of the National Association for Women in Education*



**Sexual Harassment on Campus**

**Persistent Themes/Practical Responses**

In 1983, NAWE published the first issue of a journal devoted exclusively to the then-emerging topic of sexual harassment on campus. This ground-breaking issue was followed by a two-volume update on harassment at the end of the 1980s.

Now, in a mid-1990s update, *Initiatives* once again revisits harassment—the campus issue that will not go away. The articles in this special two-part focus have been chosen to show clearly how the discussion of harassment-related issues has at the same time broadened and achieved more precise focus.

**Part I: Initiatives Volume 57(2)**
*(Released in March 1996)*

- The "Discovery"and Evolution of Sexual Harassment as an Education Issue
  *Suzanne Rice*
- Sexual Harassment: Why Men Don't Understand It
  *Tom Landis-Schiff*
- Understanding the Characteristics of the Sexual Harasser
  *Melora Sundt*
- Subculture Roleover: The Anatomy of a Hostile Environment
  *Jaclyn Swoboda and Richard W. Crockett*
- Handling the Confidential Student Complaint of Faculty Sexual Harassment
  *Barbara Guthrie-Morse*
- "That's the Way the World Really Goes": Sexual Harassment and New Jersey Teenagers
  *Mary Trigg and Kim Wittenstrom*
- Handling Sexual Harassment Complaints Informally: One School's Experience
  *Joan L. Marshall*

**Part II: Initiatives Volume 57(3)**
*(To be released in May 1996)*

- From the Margins to the Mainstream: Sexual Harassment in K-12 Schools
  *Nan D. Stein*
- Raising Expectations: Institutional Responsibility and the Issue of Sexual Harassment
  *Lesley A. Diehl*
- Sexual Harassment in Academia: Individual Differences in Student Reporting Behaviors
  *Linda J. Rubin*
- Visually Hostile Environments as Sexual Harassment
  *Ann Hassenpflug*
- Dealing with the "Sexual" in Sexual Harassment
  *Helen Remick and Angela B. Ginorio*
- Changing Legal Aspects of Sexual Assault and Harassment: Implications for Practice
  *Sophie W. Penney*
- Reviews of resources

**To reserve your copies of this two-part set, send a check or money order for $26.00 to: NAWE, 1325 18th Street NW, Suite 210, Washington, DC 20036-6511. 202-659-9330.**
**Single copies of Part I or Part II are $13.00 each.**
**Part I available in March 1996; Part II in May 1996.**

### UNIVERSITY OF HAWAII SETTLES SUIT FOR $175,000

The University of Hawaii has settled a suit brought by a former student who accused Ramdas Lamb, an assistant professor of religion, of sexually harassing her. The institution turned down the findings of its own panel, which agreed that the student had been a victim of sexual harassment. When the university did not follow its own procedures and took more than 13 months to handle the complaint, the student, Michelle Gretzinger, filed suit in federal court.

As part of the settlement, Gretzinger will receive $175,000; the University of Hawaii, under court supervision, will change its procedures for dealing with sexual harassment.



### YES – YOU MAY REPRINT OUR STORIES!

Readers may use up to five articles from each issue of *About Women on Campus* in their own publications, provided they give full and detailed credit to *About Women on Campus* and the National Association for Women in Education. Please send a copy to us.

## VIOLENCE ON CAMPUS

### $1.2 MILLION AWARDED TO STUDENT RAPED AT FRAT PARTY

A federal court has awarded $1.2 million dollars ($750,000 plus interest) to a female student who was raped during a fraternity party in 1990. Both the university and the fraternity were found negligent, the university for failure to supervise the fraternity and allowing alcohol to be served to minors. The university's claim that it does not stand in loco parentis was rejected by the court.

The University of Rhode Island has several post-verdict motions pending to set aside the verdict and is likely to appeal should that fail. Similarly, should the University of Rhode Island be successful, the plaintiff is likely to appeal.

### VIRGINIA TECH AND TWO FOOTBALL PLAYERS SUED FOR $8.3 MILLION

Christy Brzonkala, a former student, is suing Virginia Tech and two football players she charges with raping her shortly after she became a first-year student in fall 1994. In April 1995, Brzonkala filed charges with the university's judicial system against Tony Morrison and James Crawford, both players on the varsity football team.

A judicial panel found there was not enough evidence for the school to take action against Crawford, but Morrison was found guilty of sexual misconduct and suspended for two semesters. When he appealed, a second hearing was held and he was found guilty of abusive conduct and suspended for two semesters. A month later, Provost Peggy Meszaros reduced the suspension to probation, and required Morrison to attend a one-hour counseling session. He returned to campus and played football again. Brzonkala was not informed and left campus shortly after she found out Morrison's suspension was no longer in effect.

In December, Brzonkala filed suit in federal court, asking for $4 million dollars from Virginia Tech and $4.3 million dollars from Morrison and Crawford. She is also seeking an injunction to prevent Virginia Tech from handling any sexual assault cases internally again. Both of the accused men were suspended from the football team after the regular football season for unrelated off-campus criminal charges.

### GRAND JURY REFUSES TO INDICT HOCKEY PLAYERS ACCUSED OF RAPE; CIVIL SUIT IS NEXT

A Massachusetts grand jury refused to indict five University of Massachusetts hockey players who were accused of gang raping and assault and battery of a sophomore student in a campus apartment complex in the spring of 1995. (See *About Women on Campus* 4(4), 1995, p. 8.)

The student is planning a civil suit against the players. Pending a

campus disciplinary review, the hockey players have been denied on-campus housing. [Editors note: Campus and criminal proceedings are separate and independent procedures. Because the evidentiary standards for a criminal conviction ("beyond a reasonable doubt") are stricter than those for a campus administrative hearing or a civil suit ("preponderance of evidence"), it is possible for criminal proceedings to fail to indict or convict and for campus administrative proceedings and civil suits to return different findings.]

### PENNSYLVANIA CHANGES RAPE LAW: "NO" MEANS "NO"

The state of Pennsylvania recently strengthened state rape laws by specifying that a victim's "no" is sufficient for a felony conviction for sexual assault—a second-degree felony with a ten-year prison sentence. (Rape is maintained as a first-degree felony.)

The law was changed after a controversial case involving a female student at East Stroudsberg University, in which the state supreme court ruled in 1994 that under the state's then-existing laws, a victim must prove force or threat of force in order to win a rape conviction. The student, who was searching for a friend, had entered Robert Berkowitz's room. Berkowitz, a fellow student, placed her on a bed and had intercourse with her. He did not threaten or physically restrain her; the woman did not resist or scream but continuously said no. Under the new law women will no longer have to prove "forcible compulsion" or "threat of force."

The trend in rape law and in the definition of rape in campus policies is to define rape as "intercourse without affirmative consent." Instead of forcing a victim to prove that she was coerced and showed physical resistance, the alleged rapist must show affirmative consent.

### GANG RAPE AT FLORIDA A & M

A female student has accused 10 fellow students at Florida A & M University of gang raping her in an off-campus apartment. Six students were arrested.

### BROWN ATHLETIC COACH SENTENCED FOR RAPING STUDENT ATHLETE

A former assistant track coach at Brown University, William (Skip) Miller, was sentenced to 15 years in prison after being found guilty of raping a female student. The first-year athlete was raped twice at knife point by the then-assistant coach in 1990 and 1991, five years before the verdict. After the charges were filed, Brown did not renew the coach's contract.

### RESOURCES

• *A Woman Scorned* by Peggy Reeves Sanday examines several prominent rape trials, including the much-publicized gang rape involving students at St. John's University. Sanday, an anthropologist at the University of Pennsylvania, presents behind-the scenes and after-the-trial facts and examines rape law history from colonial times to the present, showing how popular ideas and stereotypes intersect with the law. She also explores the current anti-rape backlash.

The 334-page book is published by Doubleday.

• For a free newsletter summarizing violence on campus, write Security on Campus, Inc., 215 West Church Road, Suite 200, King of Prussia, PA 19406-3207 for a copy of *Campus Watch*. The newsletter, published twice a year, briefly describes reported incidents of campus violence, including sexual assault and rape, and provides related information, legal notes, surveys and trends, and short articles.

Security on Campus was founded in memory of Jeanne Ann Clery, a student who was murdered on campus. Although the newsletter is free, contributions are accepted.

## ATHLETICS

### COURT REJECTS TITLE IX TEST FOR ATHLETIC DISCRIMINATION

In a surprising decision, a federal judge has rejected a common test used in Title IX to determine whether an institution's athletic program is in compliance with Title IX. In a case involving Louisiana State University at Baton Rouge, Judge Rebecca Doherty ruled that proportionality is not a measure of equity.

Title IX prohibits sex discrimination in all programs including athletics at institutions receiving federal funds. The Department of Education and other courts have held that pro-

portionality is a valid way of assessing equity in athletic programs. Three tests are used:

— The percentage of men and women on varsity teams reflects the percentage of men and women students, or

— There is a continuing history of expanding opportunities for women athletes, or,

— The institution demonstrates that it has met the athletics interests and abilities of both men and women.

An institution need use only one test to establish that its athletic program is equitable.

The decision, which applies only to the area covered by the particular Federal District, nevertheless may have an impact on other courts considering the same issue. Brown University, for example, has been in court trying to overturn the proportionality standard and will no doubt use this decision to bolster its own case.

Although Judge Doherty rejected the proportionality standard, she did find LSU in violation of Title IX and ordered the institution to comply immediately or to submit a plan to do so. She stated that the lack of opportunities for female athletes was "a result of arrogant ignorance, confusion regarding the practical requirements of the law, and a remarkably outdated view of women and athletics which created the byproduct of resistance to change." She awarded lawyers' fees for the plaintiffs but no punitive damages, stating that the Title IX violations were not intentional.

It was not known if either or both sides planned to appeal.

## COACHES TOLD NOT TO MAKE "DISRUPTIVE" COMMENTS ABOUT TITLE IX TO MEDIA

When a radio talk-show host cited unnamed sources at Fresno State University (CA) as being critical of gender equity, interim athletic coach Ben Quillan moved quickly, asking all athletic staffers sign a statement acknowledging that they had received a letter from him. The letter restricted all department employees from making "disruptive" comments about Title IX to representatives of the media.

Quillan stated that other staff members were upset at the comments on the radio show. He said his letter, approved by an attorney, was not a gag order.

## COLLEGES MUST PUBLISH SPORTS COSTS

New rules issued by the U.S. Department of Education now require postsecondary institutions receiving any federal assistance (including student loans) to publish annual information about the cost of sports programs they sponsor. Institutions must include the amount spent on women's and men's teams and recruiting, participation rates for women and men, amounts spent on scholarships for men and women, and other information.

The data are mandated by the Equity in Athletics Disclosure Act, passed in 1994. The Act was intended help colleges comply with Title IX of the Education Amendments of 1972, which requires all institutions receiving federal aid to treat men and women equitably, including in athletics.

Colleges and universities are not required to report the data to the federal government but must make it "easily accessible" to athletes, prospective athletes, students, and the public. The first reports are due October 1, 1996; in subsequent years, reports for the previous year must be completed and available by October 15.

Supporters noted that the data about spending could be used by prospective athletes in deciding what school to attend, will make it easier for plaintiffs to prove discrimination. The Department of Education estimated that collection of the data should take colleges approximately 5 to 6 hours per year.

The new requirements were published in the November 29, 1995 *Federal Register*, 34 CFR Part 668, Vol. 60, No. 229, 61442. The regulation includes an optional form for the reporting of information.

## SUNY-OSWEGO SETTLES ATHLETIC CASE FOR $150,000

Patricia Smouse and JoAnn Meadows sued the State University of New York at Oswego in 1992, shortly after the college did not renew Smouse's contract as women's basketball coach and insisted that Meadows become the coach, a position she said she was physically unable to perform.

Both women claimed that school was retaliating against them because they supported a sex discrimination complaint filed earlier by the former chair of the women's health and physical education department, claiming that Oswego's sports program discriminated against women.

The suit was settled for $150,000, after the women appealed a judge's order of a new trial after he had overturned a mixed verdict by a jury.

### WHAT HAPPENS WHEN ATHLETES BEAT THEIR GIRLFRIENDS?

*Some get kicked off the team immediately:*

• Coach Bobby Knight at Indiana University kicked Sherron Wilkerson off the basketball team the same day Wilkerson was arrested on a misdeameanor domestic battery charge for beating his girlfriend.

Wilkerson had been arrested earlier that morning and spent 12 hours in jail.

• Sophomore F. Chester B. Surles was suspended from the basketball team at the University of Nebraska after police arrested him for assaulting his girlfriend.

*Some get "sentenced" to play football:*

• In our last issue we wrote about Lawrence Phillips, a star running back at the University of Nebraska who assaulted his former girlfriend, a basketball player. He knocked her to the floor, beat her, and dragged her down three flights of stairs. Although he was immediately suspended, the university reinstated him and imposed other sanctions including "mandatory counseling, community service and attendance of all classes." Coach Tom Osborne stated that he felt Phillips "needs football" and lifted the suspension. The judicial system was equally lenient; Phillips was sentenced to a year of probation after he pleaded no contest to assault and trespassing charges. He must also attend a domestic-violence prevention class and pay restitution.

Another football player, Christian Peter, was earlier convicted of misdemeanor sexual assault for grabbing a woman at a bar in 1993.

• For another tale of football players accused of sexual misconduct and being allowed to play on the team, see the article about Virginia Tech in the section on Harassment.

### WOMEN'S SOFTBALL ON THE INCREASE: FINALLY, A LEAGUE OF THEIR OWN

Increased participation and interest in women's softball has led to the formation of a new softball league, Women's Professional Fastpitch.

Currently 240,000 female athletes play varsity fast-pitch softball, in programs at 15,000 high schools and 1,300 colleges. Fastpitch softball, the fastest growing high school sport in the country, is one of the few sports in which there is near parity in the number of men and women participants. Over $35 million is spent annually on softball equipment.

### FIRST MOM AND DAUGHTER COACH AND PLAYER

Christine Portland, freshman guard on Pennsylvania State University's women's basketball team, is used to listening to her coach, who happens to be her mother, Rene Portland. It is the first time in NCAA history that a mother has coached a daughter.

### HUSBAND AND WIFE ALSO COACH TOGETHER

At the university of San Francisco, husband and wife as co-coaches is not a novelty. Mary and Bill Nebel have been doing it for years. This year is their ninth season coaching the women's basketball team.

### GUNS AND WOMEN ELICIT PROTESTS

The women's basketball media guide at Christopher Newport University featured a photo of the women players aiming fake guns at readers with the caption, "Armed and Dangerous." Some people protested, and a critical article appeared in the local paper, the *Norfolk Virginian-Pilot*. Coach Cathy Parson, who originated the idea, withdrew the cover, noting that the picture was not meant to be offensive.

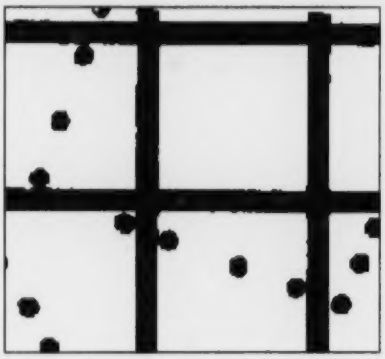
### CRACKING DOWN ON ATHLETIC HARASSMENT: WILL COLLEGES DO THE SAME?

In an unusual move, the management of the New York Giants football team decided to crack down on fans who harass other fans, athletes, and athletic personnel. At the December 23, 1995, game in New Jersey, fans threw snowballs, including one which knocked out an equipment manager. At least 15 people were injured, 15 arrested and 175 ejected from the stadium. The team also offered a $1,000 reward for the identity of a man photographed as he threw an iceball; as a result, the man was later identified. Seventy-five of the ejected fans held season tickets, which the club indicated it would revoke.

Both professional and collegiate football games have often been the setting for violence and sometimes harassing behavior, such as "body-passing," in which a woman is "passed" over the heads of fans. If professional football cracks down on unruly fans, perhaps colleges will follow.

### ELECTRONIC RESOURCE

For information about gender issues in sport, contact http://www.arcade.uiowa.edu/proj/ge. The site contains information about Title IX, federal regulations, institutions under review, resources, documents, and lots more.



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# RESOURCES: GENERAL

### LEARNING ABOUT MENTORING

*Educational Horizons* has devoted a special issue to mentoring. Twelve articles cover such topics as mentoring women in science, mentor-teacher, mentoring myths and commandments, concepts of mentoring, renewal and affirmation as benefits for mentors, and mentoring the gifted. The articles contain information appropriate for college and high school mentoring.

The spring 1995 issue is available $6.50 from *Educational Horizons*, P.O. Box 6626, Bloomington, IN 47407-6626. The magazine is published by Pi Lambda Theta.

### AROUND THE WORLD

• *Women of Europe* is a monthly newsletter of the European Commission, covering the Commission's work and other international activities relating to women. For further information, contact the newsletter at Rue de Treves 120, B-1040 Brussels, Belgium.

• The European Parliament has a Committee on Women's Rights which is examining a wide range of issues. For more information, contact, Mary Brennan, General Secretariat, European Commission, 200 Rue de la Loi, B-1049 Brussels, Belgium.

### BIAS-FREE LANGUAGE STILL AN ISSUE

Institutions and individuals trying to use language that is free of stereotyping of women and others will find a new set of guidelines helpful. Published by the Association of American University Presses, *Guidelines for Bias-Free Writing* is packed with examples of good and bad writing. The 100-page publication contains sections on gender, race, ethnicity, citizenship, nationality, religion, disabilities and medical conditions, sexual orientation, and age. Available for $5.95 from Indiana University Press, Bloomington, IN.

### WOMEN'S LIBRARIES AND ARCHIVES

*Women, Information, and the Future: Collecting and Sharing Resources Worldwide* contains more than 40 papers presented at a conference on women's libraries, archives, and documentation centers sponsored by the Schlesinger Library and held at Radcliffe College in 1994. The papers describe particular institutions, and discuss the significance of information about women, such as the links between information and development, power, and the concerns of women. The book also contains technical pieces on library and archival procedures.

Edited by Eva Steiner Mosley, the 296-page book is available from Highsmith Press for $20. Call 800-558-2110.

### FEMINIST BOOKSTORES VS. THE BIG BOOK CHAINS

Like many small bookstores, feminist bookstores are trying to hold their own against the major chains which in recent years have opened many "super" bookstores. A new Feminist Bookstore Network has been created to initiate activities to help maintain sales and to insure that the small stores are not discriminated against in the prices they pay for books, compared to those paid by chains.

A new 35-page Feminist Bookstores Catalog describes a wide array of books and includes a listing of 115 women's bookstores in the United States and Canada. Books listed in the catalog can also be ordered by mail. For a copy of the catalog, write to the Feminist Bookstore News at P.O. Box 882554, San Francisco, CA 94188. Authors wishing to join other writers in signing a pledge to support feminist and other independent bookstores should send a stamped, self-addressed envelop to Feminist Writers Pledge, P.O. Box 882554, San Francisco, CA 94188.

### LIST OF GOVERNMENT PUBLICATIONS ON WOMEN

A free list of government publications about women is available from the Superintendent of Documents, U.S. Government Printing Office, Washington, DC 20402. Mention #SB-111 when you ask for the nine-page publication.

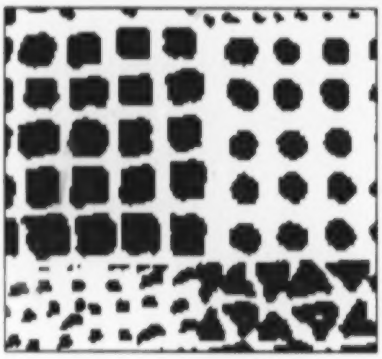
### WHEN DID IT HAPPEN?

For a comprehensive chronology of important people and events in the history of women, see *The Timetables of Women's History*, published by Simon and Schuster. Several thousand citations, starting with a Sumerian goddess in 4000 BC and ending in 1992, are presented in chronological order. The 459-page book sells for $35.

### WOMEN FROM DIFFERENT CULTURES

*Women in Cross-Cultural Transitions* is a series of first-person accounts by women in the United States from different cultural homelands, including Hungary, Japan, Korea, Norway, Ecuador, Sri Lanka, Zanzibar, and the Caribbean. The articles fall into two categories: college undergraduates and mature women reflecting on the transitions they have experienced.

Edited by Jill M. Bystydzienski and Estelle P. Resnik, the 321-page book is available from the Phi Delta Kappa Educational Foundation, Bloomington, IN.



## RESOURCES: WOMEN'S HEALTH

### CURRICULUM RESOURCE GUIDE FOR FACULTY

*Women's Health in the Curriculum: A Resource Guide for Faculty* is an easy-to-follow comprehensive guide for faculty developing a women's health curriculum or integrating women's health issues into an existing program. The guide contains same curricula for all levels of study, descriptions of model programs, listings of teaching tools, bibliographies and organizations, strategies for overcoming institutional and logistical barriers, and a directory of contributors (with e-mail and phone numbers).

Although aimed primarily at physician training at all levels (undergraduate, medical school, residency, and continuing education curricula), the guide is also appropriate for others dealing with women's health issues in the curriculum.

Published by the National Academy on Women's Health Medical Education (NAWHME), the guide is a joint project of the American Medical Women's Association, Inc. (AMWA) and the Medical College of Pennsylvania and Hahnemann University. $20 for AMWA members; $25 for others; volume discounts available. Contact NAWHME, Medical College of Pennsylvania and Hahnemann University, Broad and Vine Streets, MS 490, Philadelphia, PA 19102-1192. Make checks payable to MCPHU.

### WOMEN'S HEALTH NEWSLETTER

The Women's Health Office of the Faculty of Health Sciences at McMaster University in Canada publishes a monthly newsletter (except for July and August) which focuses on women's health issues, providing information about events, initiatives, activities, resources in women's health, and short reports and documents. Although intended for a Canadian audience, most of the materials are useful for those in the United States. The newsletter is aimed at a variety of health professionals.

Subscriptions cost $25 (Canadian). For further information about the newsletter or other publications, contact the Women's Health Office, McMaster University, Faulty of Health Sciences, Room 3N45A, 1200 Main Street West, Hamilton, Ontario, Canada, L8N 3Z5 or call 905-525-9140, Ext. 22210.

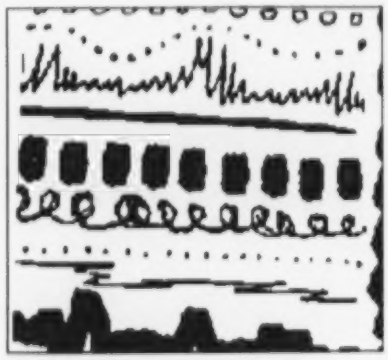
### WOMEN'S HEALTH-RELATED BEHAVIOR

A new report, Women's Health-Related Behaviors and Use of Clinical Preventive Services, examines national data to explore the connections between preventive health behavior and other factors such as age, race and ethnicity, education, insurance coverage, workplace policies, and physician

behavior, as well as women's use of clinical preventive services.

The report covers women and smoking, alcohol, weight, and exercise, as well as screening for cervical cancer, breast cancer, and high blood pressure. Policy implications for health-related behaviors and for clinical preventive services are also discussed.

The 134-page report, prepared by the University of California Center for Health Policy Research, is available free from the Commonwealth Fund Commission on Women's Health, Columbia University, College of Physicians and Surgeons, 630 West 168th Street, P & S 2-463, New York, NY 10032; 212-305-8118 or Fax 212-305-4063.





# RESOURCES: WOMEN IN SCIENCE

## DIRECTORY OF ORGANIZATIONS

To view a Directory of Organizations Encouraging Women in Science and Engineering, log in on the World Wide Web at http://www.nas.edu/cwse or via Gopher at gopher.nas.edu in the subdirectory of the same name. The directory was compiled by the Committee on Women in Science and Engineering.

## WHAT DOES SHE DO? SHE DOES MATH

*She Does Math*, a guide to help women in college and high school consider mathematics as a career, tells the stories of 38 women—how they decided to major in the mathematical sciences, how much math they took in high school and college, and how they ended up in their current positions.

The 272-page publication was prepared by the Mathematic Association of America and costs $24. Order from the association at 1529 18th Street NW, Washington, DC 20036.

## MINERVA'S MACHINE: WOMEN AND COMPUTING

*Minerva's Machine* is a one-hour documentary which celebrates the history of women in computing and successful women in the field, and examines the surprising finding that women began leaving academic computing in the mid-1980s. In 1984, women earned 37 percent of all bachelor's degrees in computer science. Ten years later, the figure dropped to only 28 percent. The film explores why there are fewer women in computing than men and examines gender differences in response to high technology. Several social scientists and educators explore differences in the responses of boys and girls to computers and video games. The video also reports on programs to encourage girls' interest in mathematics, science, and engineering.

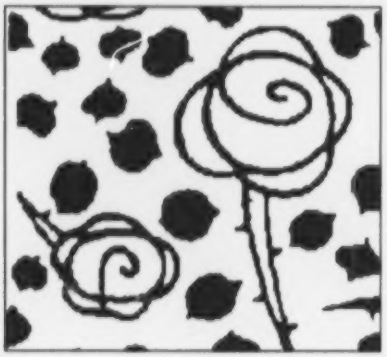
Produced by the Association for Computing, the documentary was aired on PBS in fall 1995. The video, which costs $39.95 plus $8 for shipping and handling, is available from the association at 1515 Broadway, New York, NY 10036-5701, 212-869-7440.


## *Gender Equity in Math and Science*

The sixteen articles in this special two-part focus of *Initiatives*, the award-winning journal of the National Association for Women in Education (NAWE), explore what we can do to increase the number of girls and women who take courses in math and science and consider and enter careers requiring skills in these areas. They provide a useful overview of the current situation, details about successful initiatives and programs, models for replication, strategies for recruitment and retention, pyschological and sociological perspectives, and suggestions about what remains to be done to help assure access and equity for girls and women.

Two issue set: $26.00 (postage included) All orders must be prepaid.

Order from NAWE at the address on outside back cover.



# ACE OFFICE OF WOMEN IN HIGHER EDUCATION

## Annual Leadership Award

The Colorado Academic Management Institute (CAMI) was honored with ACE/NIP's third annual Leadership Award, presented jointly by the ACE Office of Women in Higher Education and the NIP Executive Board at the February ACE meeting in California.

Selected from an impressive group of nominees representing many parts of the country, the Colorado Institute has provided leadership training to some 400 women educators during its 11 years of operation. CAMI was established by the Colorado ACE/NIP group and, with the strong support of the state's college and university presidents, has enhanced the ability of women in higher education to move into increasingly significant administrative positions. The program epitomizes the goals of the National Identification Program, and its longevity is testimony to the effectiveness of its founding group, the Colorado ACE/NIP. The award presentation took place at the annual ACE/NIP breakfast, which is attended by state program coordinators who come together to discuss the highlights of each state's progress in meeting the organization's goals.

Noteworthy among Leadership Award nominees was the Marymount Manhattan College program, "Women in Urban Leadership." This program, which received an honorable mention, targets nontraditional undergraduate women and provides them with the opportunity to complete a liberal arts degree while also receiving training in leadership development. Skills such as negotiation and team-building are applied to projects designed to improve the quality of life for urban women. The Marymount Manhattan program was cited for demonstrating the "transformative potential" of women in higher education.

Nominees also included the South Carolina Study Project, which gathered impressive data on the status of women in the state's higher education institutions. The increased awareness brought about by this project was instrumental in promoting the advancement of a number of women into senior positions in higher education in South Carolina.

Also nominated were the University of Texas at San Antonio, which developed a program for Women's History Week; Iowa's NIP, which sponsors the "Way Up Conference;" and the Virginia Women's Institute for Leadership at Mary Baldwin College.

While the slate of nominees for the 1996 Leadership Award was impressive, our hope is that nominations will continue to increase in years to come. It is through the collective efforts of all state ACE/NIP programs that women at all levels of higher education are supported and encouraged to reach toward their maximum potential.

Congratulations to all the nominees, and especially to the Colorado Academic Management Institute for its selection as this year's Leadership Awardee.

Notes prepared by Dr. Carol A. Moore, Provost and Vice President for Academic Affairs, Mercy College, Dobbs Ferry, NY.

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## PRESIDENT

KALAMAZOO COLLEGE

The Board of Trustees of Kalamazoo College invites applications and nominations for the position of President. Located in Kalamazoo, Michigan, Kalamazoo College is a highly competitive liberal arts college of 1,250 students. Founded in 1833, it is among the 100 oldest colleges and universities in the nation. Kalamazoo College has continued its commitment to academic excellence, liberal learning, freedom of individual conscience, and appreciation of diversity. Over the past 30 years, some 85% of all Kalamazoo College students have studied abroad, and in a recent independent study Kalamazoo College ranks 13th in the nation in the percentage of graduates who go on to earn PhDs in all fields.

The president of Kalamazoo College should possess credentials appropriate for a nationally recognized liberal arts college with a focus on international education. The successful candidate will be a seasoned administrator, have knowledge of fund development and management, and bring a proven record of leadership on campus and in the community at large.

Candidates should submit a letter of application and current vitae. All nominations and applications will be kept confidential. Candidate review will begin March 2, 1996.

All applications and nominations should be addressed to:

**Mr. Preston S. Parish, Chair**
**Presidential Search Committee**
**Kalamazoo College**
**1200 Academy Street**
**Kalamazoo, MI 49006**

Kalamazoo College is an equal opportunity employer and encourages applications from women and members of ethnic/racial minority groups.

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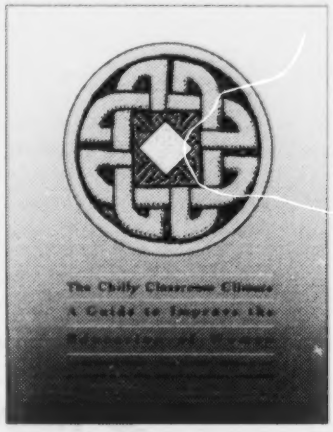


**The Chilly Classroom Climate**
**A Guide to Improve the Education of Women**

**By Bernice Resnick Sandler, Lisa A. Silverberg, and Roberta M. Hall**

**Published by the National Association for Women in Education**

**Prepared with support from the Lilly Endowment and the Fund for the Improvement of Postsecondary Education**

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# ABOUT WOMEN ON CAMPUS

## WORKING IN ACADEME AND ELSEWHERE

### $1.5 MILLION AWARDED TO FORMER CHAIR AT CLEVELAND STATE UNIVERSITY

Cleveland State University has been found guilty of sex discrimination against Elise G. Jancura, former head of the department of accounting and business law. In 1993, she and William J. Lundstrom were recommended by a search committee as the two finalists for the Dean of the College of Business Administration. Jancura claimed that her candidacy was not taken seriously by the provost, who met with Lundstrom and started negotiating with him about the job before Jancura was even interviewed. She also has more experience and more than double the number of published articles.

Jancura also claimed retaliation; she was removed as head of her department shortly after she began her suit. Cleveland State University denied it had discriminated.

### GOOD NEWS! WOMEN AND MINORITY FACULTY ON THE INCREASE

The new generation of professors is much more likely to be women and somewhat more likely to be minority than their colleagues who are senior professors, according to *The American Faculty in Transition: A First Look at the New Academic Generation*, a study based on data collected in 1992 by the National Center for Education Statistics of the U.S. Department of Education.

Almost 41 percent of the new faculty generation are women, compared to about 28 percent of the senior faculty. Newly hired women outnumber newly hired men at liberal arts and community colleges, although they are only a third of the new hires at doctorate-granting institutions. (Editor's note: The pattern of hiring has not markedly changed, however: women are still less likely to be hired at the more prestigious institutions and, the higher the rank, the fewer the women.)

About 46 percent of women academics have been hired in the last 7 years. Only 16 percent of the women have tenure, compared to 28 percent of the newly hired men. Nearly 17 percent of the newly hired academics are people of color, compared to 11 percent among their senior colleagues.

The study is expected to be published later this year.

### STOPPING THE TENURE CLOCK JUST FOR WOMEN NOT A GOOD IDEA

The faculty senate at Stanford University voted to stop the tenure clock for women who have children.

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**Women's Issues Project**

National Association for
Women in Education
Suite 210, 1325 18th Street NW
Washington, DC 20036-6511

Project Director: Patricia A. Farrant

Editor: Bernice Resnick Sandler

Business Manager: Lynn M. Gangone

The Women's Issues Project of the National Association for Women in Education publishes the quarterly newsletter *About Women on Campus* to provide information about programs, issues, and concerns of women students, faculty, and administrators. Association members receive *About Women on Campus* as part of their $75 membership fee. Individual subscriptions are $20 for one year and $35 for two years. Institutional subscriptions are $28 for one year and $50 for two years.

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Volume 5, Number 3, Summer 1996

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The National Association for Women in Education is an independent nonprofit professional organization dedicated to the education and professional and personal development of women and girls. An important force in American education for more than 75 years, the Association is at a crossroads, serving new populations, expanding its services, and developing new and innovative programs to meet the ever-changing needs of women in education.

The National Association for Women in Education does not discriminate on the basis of race, color, national origin, religion, sex, age, affectional or sexual orientation, or disability in any of its policies, procedures, programs, or practices.

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Women who adopt children are not eligible nor are men who have children.

While the policy is a step in the right direction, it clearly violates anti-discrimination laws because it treats men and women differently. The policy confuses child bearing and child rearing. Child bearing is something only women can do, and recovery from childbirth is normally covered by medical leave policies. Child rearing, however, can be done by either parent or both and, as such, any policies covering child rearing must be the same for men and women.

## WOMEN IN ADVANCEMENT EARN LOWER SALARIES THAN MEN

Women hold about 54 percent of the college advancement jobs but their salaries are some $13,000 less than those of their male counterparts in fund-raising, public relations, and alumni relations.

A study by the Council for Advancement and Support of Education which controlled for years of experience found that the average salary was $60,196 for men and $47,198 for women. A smaller but similar gap was found for race: white professionals in advancement earned an average of $5,793 more than people of color.

## RADCLIFFE ALUMNI DECIDE TO CLOSE POCKETBOOKS UNTIL HARVARD HIRES MORE WOMEN FACULTY

The Committee for the Equality of Women at Harvard, a group of Radcliffe alumnae, has conducted several studies in past years documenting the condition of women at Harvard. Their new strategy is to withhold alumnae dollars until Harvard hires more women faculty. Only 11 percent of the tenured faculty at Harvard are female; nationally, the figure is 23 percent. Harvard's percentage of tenured women is one of the lowest in the country.

The committee asked about 40,000 alumni to boycott Harvard's $2 billion capital campaign, donating dollars instead to an escrow account which will not be released until Harvard hires more women. It is not known how many donors responded to the committee's appeal.

## ADMINISTRATORS AND THE FAMILY AND MEDICAL LEAVE ACT

In the first ruling on the Family and Medical Leave Act, a federal judge has ruled that supervisors can be held personally liable if they prevent employees from getting the time off allowed under the Act. The judge stated that, unlike discrimination laws, the Family and Medical Leave Act has a broad definition that includes supervisors, not only if they are acting as agents of the employer but also if they have any say about whether leave will be granted, even if they do not have final authority.

In non-legalese, this means that department chairs and deans need to understand employee entitlement under the Act.

## WOMEN PROFS ACKNOWLEDGE THAT HAVING CHILDREN CAN IMPEDE GETTING TENURE

In a study of 124 female assistant professors, "time required by children" was viewed as a major impediment to obtaining tenure. Nearly 43 percent saw it as "serious" impediment; another 18.1 percent considered it as "somewhat" of an impediment. Only "lack of publica-



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tions" (cited by 44.1 percent), and "too much time for teaching" (cited by 43.0 percent) exceeded "time spent on children" as a serious impediment to obtaining tenure.

Other barriers cited were "too much time on committees" (40.0 percent), "lack of grant support" (39.8 percent), "excluded from the mainstream" (33.9 percent), "sexism" (33.6 percent), partner's career demands" (24.6 percent), "too few graduate students" (24.3 percent), "lack of fit with department (22.5 percent), "hostile environment" (19.3 percent), "time needed for obligations to elders" (8.7 percent), "sexual harassment" (8.4 percent), and last, "lack of support from partner (6.2 percent).

The data appear in "Child Rearing as a Career Impediment to Women Assistant Professors" by Susan Kolker Finkel and Steven G. Olswang in *Review of Higher Education* 19(2), 1996, 123-139.

## WHERE WOMEN ARE STILL OUTSIDERS

*— IN NEWSPAPERS*

Women are less likely than men to be on the front page of most newspapers. For the second year in a row, frontpage references to women dropped to 15 percent. When women are on the front page, slightly more than half are there because they are victims or have otherwise experienced a negative event. Coverage of women senators in their home states was very limited. The *New York Times* had the smallest number of references to women on the front page, 8 percent: *USA Today* and the *Washington Post* ran close with 9 percent. Women had 35 percent of the bylines. The survey, done by *Women, Men and Media*, also noted that 60 percent of the articles about Hillary Rodman Clinton were negative.

*— IN THE LEGISLATURES*

Although more women throughout the world are being elected to national office, they hold only 11.3 percent of parliamentary seats, down from a high of 14.3 percent in 1988. In the United States, women hold 10.9 percent of the seats in the House of Representatives and 8 percent of the seats in the Senate.

The nations with the highest percentages of women in their legislatures are Sweden, 40.4; Norway, 39.4; Denmark, 33; The Netherlands, 31.3; Germany, 26.2; Iceland, 25.4; Mozambique, 25.2; and South Africa, 25.

## $1,000 AWARDS FOR BEST MENTORS

The best mentors at the University of California, Davis may be honored this year when its Pro Femina Research Consortium gives its first annual awards to outstanding mentors. Up to five awards of $1,000 each for research support will go to Academic Senate and Academic Federation members for their efforts to mentor post-docs, graduate students, and undergraduates in research and professional development. The primary criterion for the award is evidence of sustained and successful mentoring that advances the consortium's mission to promote women's research at UCDavis.

The Pro Femina Research Consortium is a campus umbrella organization through which faculty, graduate students, and Academic Federation members can promote the advancement of women's research at UCDavis.

## RESOURCES

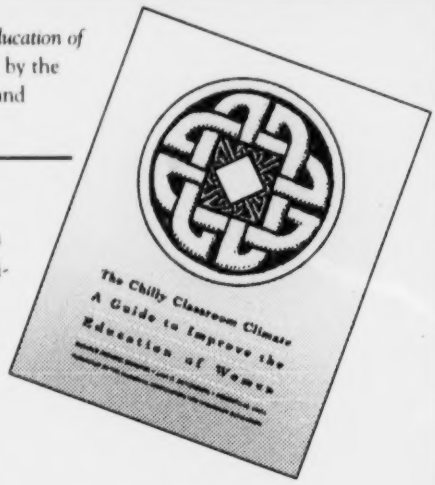
• "The Black Female Academician and the Superwoman Syndrome" is one of a small number of articles dealing with Black female faculty members. Written by Barbara Huddleston-Mattai, the article explores the "superwoman syndrome," its history and reality. Of the 8,771 Black women who taught full time in institutions of higher education in 1993, 71.9 percent were concentrated at the instructor and assistant professor ranks, 18.3 percent were associate professors, and 0.9 percent were full professors.

The article appears in *Race, Gender and Class: An Interdisciplinary and Multicultural Journal* 3(1), 1995. For information, contact Jean Belkhir, Institute for Teaching and Research on Women, Towson State University, Towson, MD 21204-7097. Phone: 410-830-2580. E-mail: E7A8BEL@TOE.TOWSON.EDU

• *Transforming the Academy: Struggles and Strategies for the Advancement of Women in Higher Education* is a collection of essays about the promotion and tenure process and how it affects women faculty. The seven essays cover the power dynamics of tenure and how women struggle with the tenure process; they describe many of the power elements in educational institutions and offer strategies.

Edited by Renee Martin, the 66-page book costs $15 plus $4.50 shipping from GrayMill Publications, 22821 Cove View Street, Canyon Lake, CA 92587.

The following is excerpted from *The Chilly Classroom Climate: A Guide to Improve the Education of Women* by Bernice Resnick Sandler, Lisa A. Silverberg, and Roberta M. Hall. Published by the National Association for Women in Education, the book explores the chilly classroom and provides over 270 recommendations for administrators, faculty members, and students.




## FREEDOM OF SPEECH IN THE CLASSROOM

Freedom of speech, academic freedom, and the rights of faculty have received much attention in recent years. Although it is beyond the scope of this report to examine these issues in detail, it is important to note that both student and faculty rights are involved.

For example, under Title IX of the Education Amendments of 1972, which prohibits discrimination on the basis of sex in educational institutions which accept federal funds, sexual harassment is prohibited. A hostile environment, a form of sexual harassment, consists of behaviors, including speech, which interfere with a person's ability to learn, his or her living conditions, or other opportunities provided by the institution. The courts are in the process of defining the criteria to determine when a hostile environment exists.

### Academic freedom for faculty

Although the First Amendment, which applies only to public institutions, is often used to justify a faculty member's statements, even when they are sexist and/or racist, institutions would be wise to recognize that the First Amendment cannot be used to excuse poor teaching. Even if a faculty member has a right to make particular statements, the fact that such behavior results in poor teaching gives institutions a way to respond to it. Moreover, academic freedom is not unlimited. It does not protect classroom speech unrelated to the subject being taught or which violates federal or state anti-discrimination laws, nor does it protect disruptive or aggressive speech. Academic freedom is intended to encourage creativity . In one case, for example, a federal judge noted that academic freedom "should never be used to shield illegal, discriminatory conduct. Any suggestion to the contrary would contravene Congress' intent in enacting Title IX."

### Academic freedom for students

Although much has been written about academic freedom for faculty members and their right to discuss controversial issues without fear of reprimand, little has been written about the rights of students to do the same.

In one class when a female student raised an issue concerning women, several male students groaned and booed. The faculty member said nothing. The woman did not participate in that class again.

While most faculty members welcome the free discussion of ideas in their classrooms, women's issues are sometimes not treated in the same manner as other controversial topics. They are not viewed as serious topics for exploration. Instead, those who raise these issues often face ridicule, sarcasm, hostile comments, a refusal to be taken seriously, and name-calling ("women's libber" or "the politically correct police"). When students engage in such behavior, faculty do not always intervene, thus communicating to all that the rude behavior is acceptable.

Such responses communicate not only to the woman who raises them but to all students that these issues are not safe, that the faculty member does not have an open mind insofar as they are concerned, and that women's issues themselves are not worthy of discussion. When faculty members respond in this way, they encourage other students to do the same. The result is that students too may engage in this behavior, both in and out of the classroom, isolating and silencing those who show concern about women's issues.

Denial of freedom of speech to women who raise women's issues in the classroom is one of the most common forms of restriction of academic freedom in the classroom.

Copies of *The Chilly Classroom Climate* can be obtained for $20 ($15 for NAWE members) from the National Association for Women in Education, 1325 18th Street NW, Suite 210, Washington, DC 20036-6511.

# FROM AROUND THE CAMPUS

## LAW SCHOOLS STILL HAVE A CHILLY CLIMATE

The American Bar Association has issued a report documenting that many female students and faculty still face significant barriers and bias at many American law schools. For example, female students are often called "sweetie" or "baby," and female professors are paid less and promoted less often than their male colleagues.

The findings are based on data and anecdotes presented at hearings held last year, at which deans, faculty, and students from 58 law schools testified. (There are 178 ABA law schools.) Students told of examples such as being asked during a reproduction case to come to the front of the class and point out where their ovaries are; women faculty reported incidents of disrespectful behavior from both male faculty and male students.

Forty-four percent of law school students are women, although only 16 percent of the faculty are female, many of them in nontenured positions.

The report notes that barriers to women are not present to the same degree in every school, but also adds that the commission which prepared the report was "struck by the repetitive and predictable nature of the concerns raised by women law students and faculty who represented schools of diverse strata and classification."

To order a copy of "Elusive Equality: The Experiences of Women in Legal Education" or the executive summary and recommendations, call the ABA Service Center at 312-988-5522.

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## WOMEN MORE LIKELY TO RETURN TO SCHOOL THAN MEN

In 1970, nearly half of the undergraduate students aged 35 or older were women. Today, nearly two-thirds of these students are women.

Although most students at highly selective colleges are still under 25, other schools have seen marked increases in the number of students over 35; indeed the number of people 35 or older returning to college has more than tripled since 1970.

As a result, more services aimed at older students are being provided. In addition to day-care services for children, some schools provide evening child-care. For example, Trinity College (DC) has as many as 45 children in its new night child care center. At least one school, the University of Maryland, is exploring the creation of a day-care service for elderly parents of students.

## EATING DISORDERS DROP ON CAMPUS

Eating disorders have dropped significantly over the last ten years, according to a study that surveyed female and male students from over 900 campuses, finding that the prevalence of bulimia dropped from 7.2 percent to 5.2 percent, and anorexia from 1.1 percent to 0.4 percent. Binge eating decreased by about 10 percent. Decreases also occurred in the use of purgatives such as diuretics and diet pills. Men were about two pounds heavier in 1992 than they were in 1982; women were five pounds heavier. Despite the increase in weight, women were less likely to view themselves as overweight than they were ten years earlier.

Nevertheless, the Dartmouth College researchers noted that "body dissatisfaction and desire to lose weight were still the norm for more than 70 percent of young women." The study appeared in the November 1995 issue of the *American Journal of Psychology*.

## WILL NEW WAVE OF STD LITIGATION HIT COLLEGE STUDENTS?

A new area of law includes personal injury lawsuits involving sexually transmittable diseases such as AIDS, herpes, chlamydia, papilloma virus, gonorrhea, and syphilis. The allegations can include sexual battery, negligent misrepresentation,

and intentional infliction of emotional distress. Many of the cases have been settled out of court.

If and when such cases will involve college students is anyone's guess. Some colleges might want to consider, however, amending their student behavior codes to prohibit the withholding of information about one's contagious disease when engaging in practices which might lead to transmitting the disease to another person.

### ASSOCIATION CALLS FOR STUDENT CODE OF ETHICS FOR THE INTERNET

As a way of controlling behavior excesses on the Internet, the American Association of State Colleges and Universities is recommending that schools establish standards of conduct before giving students e-mail addresses and Internet access. Such an ethics code would allow schools to revoke a student's access to on-line services via university computers if the standards were violated. Some schools, such as the Massachusetts Institute of Technology, already have such standards of behavior concerning computer usage.

AASCU represents 435 colleges and university systems.

### ALL-GIRLS SUMMER CAMP SPONSORED BY COLLEGE NOT ILLEGAL

The Vermont Human Rights Commission has ruled that Vermont Technical College did not discriminate when it operated an all-female technology summer camp. The camp was developed in order to attract young women into male-dominated technical fields.

The decision is in line with the Title IX regulation which allows affirmative action for the sex whose opportunities have been denied in the past.

### OUT OF THE DARK AGES: OUTRAGEOUS COMMENTS

The newsletter of Women's Studies program at Slippery Rock University (PA) publishes a column with the above title that includes offensive comments made by colleagues, strangers, teachers, and students. Submitted by students, staff, and faculty, the comments are printed without attribution. Here is one describing a professor's classroom comment.

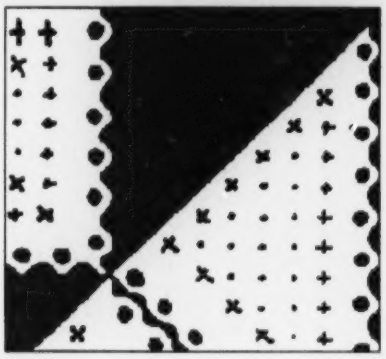
> *As a female student started to respond to a question posed by the professor, he interrupted her saying: "No, I wasn't asking you. I was talking to the pretty one."*

Reporting such comments could be a way to sensitize members of the academic community to a still chilly climate.

### ALL THE COMFORTS OF HOME

The "A Room of Our Own" Women's Center at Gettysburg College not only provides five private study rooms but also contains a coin-operated washer-dryer, a grill for barbecuing, and a kitchen.

Bernice Resnick Sandler is a Senior Scholar in Residence with the National Association for Women in Education. She consults regularly with institutions about issues such as the chilly climate and sexual harassment and has given over 2,000 campus presentations.



## SEXUAL HARASSMENT

### COURT AGREES THAT SCHOOLS MUST REMEDY STUDENT-TO-STUDENT SEXUAL HARASSMENT

A U.S. Court of Appeals has ruled that public schools can be held liable under Title IX for sexual harassment if they do not take steps to remedy known student-to-student harassment. (Title IX is the law which prohibits sex discrimination in educational institutions receiving federal aid.) The decision sets an important precedent because it is the first of its kind to be decided by a federal appeals court. Verna Williams, an attorney with the National Women's Law Center who handled the case, stated that the decision "says children are entitled to the same protection in school as is available to their parents at work."

The case involved a Georgia high school student, LaShonda Davis, who was harassed continuously by a fellow student who eventually pleaded guilty to a charge of sexual battery. Despite complaints to the school by her mother, the school did not stop the harassing behavior.

The decision is in line with current thinking by the Department

of Education's Office for Civil Rights, which enforces Title IX. OCR is currently drafting information about student-to-student harassment. The case is *Davis v. Monroe County Board of Education*, No. 94-9121, U.S. Court of Appeals, 11th Circuit, February 14, 1996.

### PROVING SEXUAL HARASSMENT MADE EASIER

When waitress Sheryl Heyne was fired from the Vale Motel Restaurant, she sued for sexual harassment, claiming that her boss, Mario Caruso, had fired her because she refused to have sex with him. Her attorney planned to introduce evidence that he had made sexual jokes, remarks, and the like. A lower court said that kind of evidence was not admissible since it did not prove that Caruso had harassed her and it could turn the jury against him.

The U. S. Circuit Court of Appeals disagreed in January 1996 and, for the first time, stated that such evidence could be admitted, not to prove Caruso's guilt but to demonstrate that he had a sexist attitude and therefore was more likely to fire Heyne when she refused to have sex with him.

The ruling, which is limited to the Ninth Circuit, should help jurors and judges close the credibility gap by making it easier to determine who is the most credible.

### BULLYING AND SEXUAL HARASSMENT

For those involved in teaching prospective teachers, *Bullyproof: A Teacher's Guide on Teasing and Bullying for Use with Fourth and Fifth Grade Students* will be a helpful resource for teachers to use in helping children understand and deal with bullying and, in turn, with sexual harassment, which is indeed a form of bullying.

The 60-page booklet contains eleven sequential lessons with class discussions, role plays, case studies, writing exercises, reading assignments, art activities, and homework to give students the opportunity to explore and determine the fine distinctions between "teasing" and "bullying." The booklet makes the connection between bullying and sexual harassment.

Written by Lisa Sjostrom and Nan Stein, the booklet costs $19.95 for nonmembers of the Center for Research on Women, Wellesley College, 106 Central Street, Wellesley, MA 02181-8259

### NEW BOOKS ON CAMPUS SEXUAL HARASSMENT

• *Sexual Harassment on Campus: A Guide for Administrators, Faculty and Students* covers a wide variety of issues. In addition to a basic introduction and legal summary, the book addresses topics that have not received wide attention, such as student-to-student harassment, computer harassment, faculty-to-faculty harassment, the politics of the policy process, how to develop an integrated complaint resolution system—including how to handle investigations, formal complaints, informal complaints, and when and how to use mediation.

Among the other issues covered are what elements make a good policy, consensual relationships, cross-cultural issues, and the role of the president in sexual harassment prevention. Coedited by *About Women on Campus* editor Bernice R. Sandler and Robert J. Shoop, both of whom have articles in the book, *Sexual Harassment on Campus* is available from Allyn and Bacon.

• *Combatting Sexual Harassment in Higher Education* also covers many issues, such as what sexual harassment is and how often it occurs, harassment in women's studies courses, legal issues, institutional policies, the role of campus unions, ethnicity and sexual harassment, consensual relationships, and sexual harassment and academic power.

Coeditors Bernice Lott and Mary Ellen Reilly have articles in the book, which is available from National Education Association Professional Library, P.O. Box 509, West Haven, CT 06516 for $19.95.

• A special two-part focus of *Initiatives: Journal of the National Association for Women in Education*, is devoted to sexual harassment in education. Articles in part one cover men's difficulty in understanding the issue, characteristics of the sexual harasser, hostile environment harassment, teenage peer harassment, and informal handling of complaints. An introductory article, despite some minor errors, provides an otherwise excellent overview of the evolution of sexual harassment as an educational issue. Articles in the second part address such issues as visually hostile environments, reporting behaviors, and the challenges of dealing with the sexual content of harassment.

See page 8 for ordering information.

# INITIATIVES

*Journal of the National Association for Women in Education*

## Sexual Harassment on Campus
### Persistent Themes/Practical Responses

In 1983, NAWE published the first issue of a journal devoted exclusively to the then-emerging topic of sexual harassment on campus. This ground-breaking issue was followed by a two-volume update on harassment at the end of the 1980s.

Now, in a mid-1990s update, *Initiatives* once again revisits harassment—the campus issue that will not go away. The articles in this special two-part focus have been chosen to show clearly how the discussion of harassment-related issues has at the same time broadened and achieved more precise focus.

**Part I: Initiatives Volume 57(2)**

- The "Discovery"and Evolution of Sexual Harassment as an Education Issue *Suzanne Rice*
- Sexual Harassment: Why Men Don't Understand It *Tom Landis-Schiff*
- Understanding the Characteristics of the Sexual Harasser *Melora Sundt*
- Subculture Roleover: The Anatomy of a Hostile Environment *Jaclyn Svoboda and Richard W. Crockett*
- Handling the Confidential Student Complaint of Faculty Sexual Harassment *Barbara Guthrie-Morse*
- "That's the Way the World Really Goes": Sexual Harassment and New Jersey Teenagers *Mary Trigg and Kim Wittenstrom*
- Handling Sexual Harassment Complaints Informally: One School's Experience *Joan L. Marshall*

**Part II: Initiatives Volume 57(3)**

- From the Margins to the Mainstream: Sexual Harassment in K-12 Schools *Nan D. Stein*
- Raising Expectations: Institutional Responsibility and the Issue of Sexual Harassment *Lesley A. Diehl*
- Sexual Harassment in Academia: Individual Differences in Student Reporting Behaviors *Linda J. Rubin*
- Visually Hostile Environments as Sexual Harassment *Ann Hassenpflug*
- Dealing with the "Sexual" in Sexual Harassment *Helen Remick and Angela B. Ginorio*
- Changing Legal Aspects of Sexual Assault and Harassment: Implications for Practice *Sophie W. Penney*
- Reviews of resources

**To obtain your copies of this two-part set, send a check or money order for $26.00 to: NAWE, 1325 18th Street NW, Suite 210, Washington, DC 20036-6511. 202-659-9330.**
**Single copies of Part I or Part II are $13.00 each.**

# SEXUAL ASSAULT AND VIOLENCE

**VA TECH NOT LIABLE IN STUDENT SUIT ALLEGING DISCRIMINATION IN HANDLING OF RAPE CASE.**

In the first civil lawsuit brought under the 1994 Violence Against Women Act, Christy Brzonkala sued Virginia Polytechnic and State University and the two athletes accused of sexually assaulting her. The Act recognizes crimes against women as deprivation of civil rights and gives individuals the right to sue for damages in federal court. A federal judge dismissed the suit against Virginia Tech in May and was expected to rule in June as to whether charges against the two football players accused of raping her will also be dismissed.

Brzonkala, who has asked that her name be used in articles about the case, had charged two football players, both residents in her dormitory, with sexual assault. She also charged under Title IX that the university sexually discriminated against her by giving favorable treatment to Morrison in its judicial proceedings







BEST COPY AVAILABLE

because he was a valuable football player. The suit had also asked that Virginia Tech be barred from handling sexual assault cases through its internal procedures.

Antonio J. Morrison and James L. Crawford both denied wrongdoing. Crawford was cleared of charges but Morrison was found guilty of "abusive conduct" and given a one-year suspension He was granted a new hearing after he threatened to sue, but was again given a one-year suspension for "abusive conduct." The suspension was overruled by the university provost, Peggy S. Meszarose, who called it "unduly harsh" and required Morrison instead to attend a "one-hour educational session."

In a separate criminal action, a grand jury found that there was insufficient evidence to indict Morrison and Crawford for rape. In February a judge dismissed charges against Morrison that he had gone on a drunken rampage at a bar in December. Morrison returned money he took from a tip jar, paid to repair a door at the bar, and agreed to enter an alcohol education program. He was found guilty of possessing another person's driver's license and was fined $500. Previously Morrison was accused of stealing $42 worth of merchandise from a local Wal-Mart store.

Morrison continues to play football. Brzonkala has left Virginia Tech and is now enrolled at George Mason University.

### "DATE RAPE" PILL BANNED FROM USA

The federal government has banned the importation of a sedative drug, Rohypnol, stating that the pill is a threat to teenagers and young adults and has no legitimate therapeutic use. The drug, which has been associated with date rape, is ten times more potent than valium and creates a feeling of drunkeness then sleep that lasts up to eight hours. Called "roofies," the drug can no longer be brought into this country, even for personal use. During one three-week period last summer, over 100,000 tablets were brought into the country at Laredo, Texas.

### IT'S OKAY FOR COLLEGE TO SUSPEND STUDENT FOR OFF-CAMPUS ASSAULT

When Wilmington College (OH) suspended student Jerry Edward Ray for sexually assaulting a fellow student at his apartment, Ray sued the college, stating that he could not be disciplined for behavior that occurred off campus. An Ohio appellate court ruled that the student code need not be limited to conduct which occurs on the college campus. Because the code covers behavior "which adversely affects the interests of the college," an institution can decide that certain types of off-campus behaviors are detrimental to it. (*Ray v Wilmington College*, Ohio Court of Appeals, No. CA95-01-001, October 9, 1995.)

### A SAFE SPACE FOR BATTERED WOMEN ON CAMPUS

Women at McMaster University in Canada who are victims of attack from boyfriends or husbands or who fear such an attack now have access to a help-line after hours and around the clock on weekends. Those in dire need can stay at an undisclosed location. Thirty-five volunteers from across the campus have given time to the help-line and to fund raising.

Two years ago, a professor and a student at McMaster were both slain in separate instances of domestic violence.

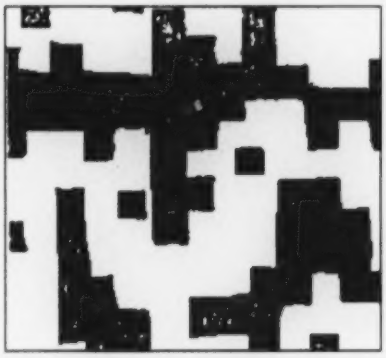
### SLIPPERY ROCK UNIVERSITY TAKES DOMESTIC VIOLENCE SERIOUSLY

A new group of students called Slippery Rock Survive educates students about issues such as domestic violence and sexual assault. The group also provides a supportive atmosphere for victims of violence.

### NEBRASKA CANCELS AND THEN RESTORES SCHOLARSHIP AID TO WOMAN WHO ACCUSED FOOTBALL PLAYER OF ASSAULT

Beating up his former girlfriend, a fellow athlete, had limited consequences for University of Nebraska running back Lawrence Phillips. Shortly after the assault, coach Tom Osborne asserted that Phillips needed to remain on the team because it was a source of stability for him at such a turbulent time. Many criticized the university for its handling of the charges. When Phillips pleaded no contest to misdemeanor assault charges, he was suspended for six games.

As for Kate McEwen, the woman who was assaulted, her athletic scholarship was canceled because of a lack of progress in her play. After extensive discussions, McEwen was assured that the university would offer her a full scholarship, although not an athletic one. After further discussions and some protests by other people, her athletic scholarship was restored.



# ATHLETICS

## FINALLY, MEN'S BASKETBALL COACH IS A WOMAN

The first woman to head a men's basketball team is Keri McTiernan at Kingsborough Community College of the City University of New York. McTiernan had coached women's basketball at KCC for the previous two years and had played basketball at Johns Hopkins University.

## COACHES AND STUDENTS SUE COLLEGE

St. Leo College (FL) is being sued by two coaches and former and current students from the softball team, charging that women athletes are not treated fairly. Among the inequities listed in the suit are less travel and meal money, substandard equipment and facilities, and fewer tutoring opportunities than men have.

The players are asking for $50,000 each in damages. Coaches Ray Carver and Jerry Miller are each asking for $1 million, noting that they were suspended after supporting the women's intention to bring suit. The two coaches claim that charges of pocketing athletic department monies have been trumped up as a reason to suspend them.

## HOW MANY WOMEN ATHLETES PARTICIPATE IN VARSITY SPORTS?

Not as many as we'd like, but the figures are still growing. The National Collegiate Athletic Association's 1994-95 study notes that 36.9 per cent of varsity athletes are women, up from 35.7 percent over the previous year. Division III schools had the highest female increase, up 6.9 percent, compared to men's increase of 3 percent. In Division II, there was little change in women's or men's participation, but in Division I, women's participation increased by 4.2 percent, compared to a 2.4 percent for men.

The figures are based on a total of about 300,000 athletes at the NCAA's 903 member institutions. The largest gains for women occurred in crew, fencing, and soccer.

## HOW DOES THIS GRAB YOU: WOMEN WRESTLING

For example, T. J. Kerr, the wrestling coach at California State University at Bakersfield, initially thought that the way to protect his all-male wrestling team from being cut in order to comply with Title IX was to recruit women for the team. (Title IX prohibits institutions receiving federal funds from discriminating in all areas, including athletics.) When college officials balked, he set up a co-ed wrestling club and also started teaching women wrestling in his physical education classes.

After two years, several women wrestlers filed a grievance with the university, claiming discrimination because they were denied membership on a varsity team. Subsequently, according to the *Chronicle of Higher Education*, Bakersfield allowed the women to join the men's team. Since the budget for the team was not increased, 10 men lost varsity status when places were made for the women. Five of the men filed grievances with the university; four cases were dismissed and one is pending.

In team meets women wrestle each other. Women seem less prone to injuries than men in part because of greater flexibility and less physical strength.

## WOMEN'S INTERCOLLEGIATE BASKETBALL: ONE HUNDRED YEARS OLD

In March 1896, the first official intercollegiate women's basketball come was played in San Francisco between the University of California at Berkeley and Stanford University. The audience was restricted to women, and the umpire, referee, timekeeper, and scorer were also females.

Women's basketball was introduced by Senda Berenson, a gymnastics instructor at Smith College. By 1922, 22 percent of the nation's colleges had teams, although the numbers subsequently dropped drastically as backlash occurred.

One hundred years later, women's basketball is possibly the fastest growing team sport for women. Two women's professional leagues are in the works. Next year's NCAA Division I women's Final Four tournament is already sold out, as it was this year.

## COMING UP: WOMEN'S SOFTBALL

More than 275,00 high school girls are playing competitive softball (nearly 2.25 million high school girls play on sports teams). There are 28,000 women playing on college and university teams.

# WOMEN'S STUDIES

The University of California, Davis has a Chicana/Latina Research Center dedicated to the development and promotion of Chicana/Latina scholars and scholarship on Chicanas/Latinas, including issues of gender, gender relations, sexuality, and cultural identity. For more information, contact Adaljiza Sosa-Riddell, Coordinator, Chicana/Latina Research Center, c/o Chicano Studies Program, University of California, Davis, CA 95616-8731.

## SYLLABI FOR GLOBAL PERSPECTIVES ON WOMEN'S COURSES AVAILABLE

A set of 24 undergraduate and graduate course syllabi is now available from the Institute for Research on Women. "Women in International Perspective: Selected Course Outlines (1995)," edited by Iris Berger, costs $10 plus $2 for postage. Checks payable to the Research Foundation of SUNY should be sent to the Institute for Research on Women Publications, Social Sciences 341, SUNY at Albany, Albany, NY 12222.

## RESOURCES

A special issue of *Feminist Collections, A Quarterly of Women's Studies Resources*, focuses on "Women's Studies and Information Technology: Reports from the Field." It includes such topics as:

- Reconsidering authority in the multimedia classroom
- Using electronic discussion groups across institutions to increase diversity
- Negotiating authorship in cyberspace
- Using information technology in feminist research
- The changing gender gap in attitudes toward computers
- Interactive video teaching
- Using the Web as a women's studies resource
- Linking women in east central Europe and the former Soviet Union
- Using the Internet to expand the horizons of a rural campus
- Developing library skills and research strategies for reentry women
- Issues of privacy and the Web

For a subscription to *Feminist Collections* (which includes regular issues of *Feminist Periodicals* and *New Books on Women and Feminism*), send $30 (for individuals or nonprofit women's programs) or $55 (for institutions) to: UW System Women's Studies Librarian, 430 Memorial Library, 728 State Street, Madison, WI 53706. Single copies cost $3.50. 608-263-5754; wiswsl@doit.wisc.edu.

Also from the Women's Studies Librarian: *New Books on Women and Feminism* 26, Spring 1995, which lists new books and periodicals, covering nonfiction, poetry, and dramatic works published during 1994 and 1995. Books appear in 26 categories, such as Anthropology, Art, Economics, Education, Health, History, Humor, Language, Law, Literature, Philosophy, Politics, Psychology, Reference, Religion, Science, Sociology, Sports, and Women's Movement/General Women's Studies. See information listed above.

And more from the Women's Studies Librarian—a new homepage: http://.library.wisc.edu/libraries/WomensStudies/

The home page describes services and publications and provides tables of contents and articles from *Feminist Collections: A Quarterly of Women's Studies Resources*; bibliographies (on subjects as diverse as the glass ceiling, feminist aesthetics, and women mystery writers); core lists of women's studies books (on topics such as women of color in the U.S., health, language, lesbian studies, and mass media); catalogue of the University of Wisconsin System Women's Studies Audiovisual Collection; links to other websites on women and gender; and links to search engines and general data bases.

# MISCELLANY FROM ELSEWHERE

### PAT BUCHANAN CALLS BEIJING CONFERENCE "CRAZY"

Presidential candidate Pat Buchanan described last summer's international women's conference in Beijing as a "crazy dingbat conference, overrun by bisexuals and homosexuals. It was a horrible thing, dreadful. It looked like the bar scene in 'Star Wars.'"

He promised, if elected, to "put an end to this nonsense."

### REPORT ON CONFERENCE AVAILABLE

The Center for Policy Alternatives has issued a report on the Beijing conference, highlighting the issues covered, recommendations, and examples of how various American communities are responding. The report is free to the first 10,000 persons who request a copy; after that it will cost $20. Contact the Center at 1875 Connecticut Avenue NW, Suite 710, Washington, DC 20009, or at centerforpolicyalternatives@capaccess.org.

### AMERICANS SUPPORT TRADITIONAL SEX ROLES MORE THAN THOSE IN MOST OTHER COUNTRIES

Americans are more supportive of the traditional family structure, with men as breadwinners and women as homemakers, than are people in most other countries.

An international Gallup poll found that 48 percent of Americans believed that the ideal family consists of a stay-at-home mother and a father who earns the living, compared to about a fourth of those polled in Germany, India, Lithuania, Spain, Taiwan, and Thailand. In France and Japan, 46 percent supported the traditional family structure. (Another study found that 55 percent of working women in the United Stated contributed more than half of their household income.)

In the 22 countries surveyed, 46 percent of people preferred a man as boss, compared to 20 percent who would prefer a woman (the rest did not indicate any preference). Only 8 percent of American women would rather be re-born as a man; in Latin American and European countries about 1 in 5 women would change their gender. As many as 41 percent of Thai and Chinese women said they would rather be men.

In almost all countries, including the United States, most people believed that men and women were equally intelligent. People disagreed about this the most in Japan, but there was no agreement as to which sex was the smarter one. The survey was based 1,000 persons in each of 22 countries, excluding Africa and the Middle East.

In another study conducted in five European countries by the Whirlpool foundation, men were perceived as the main breadwinners, although 60 percent of working women provided at least half of their family's income. Only 15 percent of the men and women who were surveyed recognized that women were making a substantial contribution to family income.

# RESOURCES: GENERAL

### LOOKING FOR A GOOD WOMAN?

*Who's Where and Doing What: A Directory of the National Council for Research on Women* lists council affiliates, researchers, and staff working at council member centers. The main body of the directory is arranged alphabetically by last names; three appendices list geographical locations, professions or primary work experience, and areas of interest and expertise. A fourth appendix lists council member centers.

Free to affiliates, the 136-page book can be obtained for $10 from the National Council for Research on Women, 530 Broadway, 10th Floor, New York, NY 10012-3920.

### SEEKING INFORMATION ON WASHINGTON INTERNSHIPS?

Seek no further. *Preparing to Lead: The College Women's Guide to Internships and Other Public Policy Learning Opportunities in Washington, DC* provides descriptions of over 125 internships, seminars, fellowships, and other resources for women interested in public leadership. Written for students by students, the 150-page guide has sections on research and advocacy, internships in non-governmental organizations, political internship opportunities, governmental internships (including Capitol Hill and the executive branch), seminars and conferences on public leadership for students, and fellowships and other learning opportunities for college graduates.

The book costs $20 ($15 for students) and is available from PLEN (Public Leadership Education Network), 1001 Connecticut Ave. NW, Suite 900, Washington, DC 20036.

### WANT TO SEE SOME GOOD MOVIES BY AND ABOUT WOMEN?

The *1996 Women Make Movies* catalogue lists nearly 400 films about a wide variety of subjects ranging from equity to cultural identity, from arts to violence, from sexuality to global perspectives, from mass media to work, from religion to reproductive rights. The 96-page catalogue from the nonprofit group Women Make Movies, describes most of the films and includes costs for video and film rental and sale. The catalogue is free for organizers of programs and institutions and costs $5 for individuals. For information, write them at 462 Broadway, Suite 500D, New York, NY 10013. DISTDEPT@WMM.COM

### LOOKING FOR INFORMATION ABOUT WOMEN?

Try *Pleiades*, a new World Wide Web site for women. It offers a guide to the Internet, directories of women's organizations and resources, a calendar of events, and discussion groups. Contact http://www.pleiades-net.com/

### ROUND UP OF LEGAL HELP AVAILABLE

Although help for women bringing discrimination suits is limited, information and some financial support are available from the following:

- AMERICAN ASSOCIATION OF UNIVERSITY WOMEN LEGAL ADVOCACY FUND. Supports and funds academic women facing discrimination through a network of volunteer attorneys and social scientists who help plaintiffs and their attorneys to plan litigation and non-litigation strategies. Also helps with fundraising to pay for cases. AAUW Legal Advocacy Fund, 1111 16th Street NW, Washington, DC 20036-4873. 202-785-7700.
- NATIONAL WOMEN'S STUDIES ASSOCIATION ACADEMIC DISCRIMINATION TASK FORCE helps plaintiffs with legal expenses and has a wide network of former and current plaintiffs to support and advise those planning lawsuits. Contact Annis Pratt, 1056 Larchlea Drive, Birmingham, MI 48009. 810-644-0737.
- THE NATIONAL ORGANIZATION FOR WOMEN LEGAL DEFENSE FUND. Does not provide funding and is not limited to academic cases. Publishes a 12-page list of state-by-state resource lists of organizations that may be able to help women involved in fighting sex discrimination. NOW Legal Defense Fund, 99 Hudson Street, 12th Floor, New York, NY 10013. 212-925-6635.
- WAGE (WE ADVOCATE GENDER EQUALITY) provides information and support to women faculty and staff in the University of California system. Does not provide funding but may be able to help in finding an attorney. Has a wide network of former and current plaintiffs. Contact Charity Hersch, 841 Coventry Road, Kensington, CA 94707. 510-526-8953.

For an in-depth article about the law and women in academe, read "Gender Bias in Academic Robes: The Law's Failure to protect Women Faculty" by Martha West. The article describes Title VII's failure to protect faculty women, hostility on the federal bench, problems in applying Title VII to the academic setting, and alternatives to litigation. (Title VII of the Civil Rights Act of 1964 is the law which prohibits discrimination in employment on the basis of race, color, national origin, religion, and sex.)

The article, which appears in the *Temple Law Review* 67(1), 1994, is a must for anyone engaging in litigation.

### SOME ELECTRONIC RESOURCES

The following resources were listed in *Women's VU*, the newsletter of the Margaret Cuniggim Women's Center at Vanderbilt University:

- *Women's Guide to the Internet:* http://mevard.www.media.mit.edu/people/mevard/women.html
- *Women's Resources on the Net:* http://sunsite.unc.edu/cheryb/women/wresources.html
- *Feminist Activist Resources on the Net:* http://www.igc.org/women/feminist.html
- *A Collection of Women's Links:* http://www.feminist.org
- *Feminism and Women's Resources:* http://www.ibd.nrc.ca/~mansfield/feminism.html
- *Women's Net:* http://www.igc.apc.org/womensnet
- *World Wide Women:* http://www.euro.net/5thworld/women/women.html



### Quotations To Ponder

*"I have been suspicious of men who extol pure self-reliance ever since I discovered that Henry Thoreau brought his dirty laundry home to mom."*

Ellen Goodman,
"Measuring the Gender Gap in Light-Years"
*Washington Post*, February 3, 1996

# RESOURCES: WOMEN'S HEALTH

### COLLEGE WOMEN'S HEALTH

*The Health of College Women: A Rationale for Preventive Health Interventions* summarizes information on the health of college women and reviews the literature on the evaluation of programs dealing with health on college campuses, identifies issues which need attention from campus programs, and discusses interventions that can be helpful. A short list of guidelines for interventions is also included.

The 33-page report was published in December 1995 by the Commonwealth Fund Commission on Women's Health. For further information, write the Commission at Columbia University, College of Physicians and Surgeons, 630 West 168th Street, P & S 2-463, New York, NY 10032. 212-305-8118.

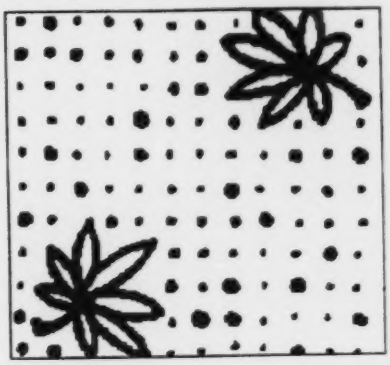
### WOMEN AND MEDICINE

*The Fifth Report: Women and Medicine* describes physician education in women's health, including the need for changes in medical education and what competencies are needed in women's health, and recommends courses of action for bringing about needed changes.

It also discusses participation of women in the medical profession, barriers to their progress, and recommendations for fostering professional development and greater attainment of leadership roles. A report of the Council on Graduate Medical Education the 60-page booklet is published by the Department of Health and Human Services, Public Health Service, Health Resources and Services Administration.

### WOMEN'S HEALTH ON THE WEB

The Women's Health Medical Page was started by medical student Colette McGadden to provide information on current medical issues and recent publications that have an impact on women's health. Reviews of selected medical journals are posted weekly. The information is written for women, medical health workers, and anyone else interested in women's health.
http://www.best.com/~sirlou/wmhp.html



# RESOURCES: WOMEN IN SCIENCE

- *Telling Our Stories: Women in Science* is a CD-ROM featuring eight women of different ethnic backgrounds that uses interactive technology with interviews, photo albums, field trips, and experiments. Also included is a data base of 130 women scientists. Write McLean Media, 80 Liberty Ship Way, #3, Sausalito, CA 94965. ourstories@aol.com
- *Who Succeeds in Science? The Gender Dimension* by Gerhard Sonnert and Gerald Holton contains conversations from 20 interviews and examines reasons for women's difficulties in being successful scientists. From Rutgers University Press; 248pp., $16.95 paperback, $49 hardcover.
- *Gender Differences in Science Careers: The Project Access Study* by Gerhard Sonnert and Gerald Holton, same publisher as above, 200pp. $50 hardcover. More theoretical, this book uses sociological analyses to explain the variance in the careers of men and women scientists.

## EDITORS CHOICES

### MODERN SEXISM: BLATANT, SUBTLE, AND COVERT DISCRIMINATION

If you were to buy one book about the scope and forms of sex discrimination on campus, *Modern Sexism* would be the one to buy. Nijole V. Benokraitis and Joe R. Feagan describe the types of discrimination, ranging from the obvious and overt to the subtle and covert. This second edition of the 1986 work contains numerous examples and explains how discrimination operates and what forms it takes with both women students and faculty. Subject headings include condescending chivalry, supportive discouragement, friendly harassment, subjective objectification, radiant devaluation, liberated sexism, benevolent exploitation, considerate domination, collegial exclusion, and women's complicity in sex discrimination. Also discussed are tokenism, containment, manipulation, sabotage, revenge, co-optation, and the insignificance of merit.

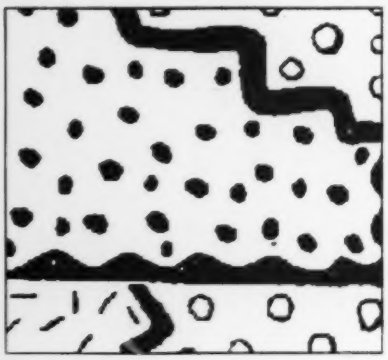
One chapter about women of color describes gendered racism and its implications. A concluding chapter provides strategies for change.

The 221-page book is published by Prentice Hall.

### LOOKING FOR LAUGHTER FOR YOUR SUMMER READING?

Then read Regina Barreca's new anthology, *The Penguin Book of Women's Humor*. The 658-page book contains a wide variety of humor written by women such as Louisa May Alcott, Emily Bronte, Helen Gurley Brown, Ellen Goodman, Germaine Greer, Geraldine Ferraro, Maxine Hong Kingston, Gertrude Stein, and Gloria Steinem. The selections vary in length and include some one-liners. In addition to the usual list of chapters, there is a topical index listing subjects such as anger, appearance, aging, education, envy, domesticity, death, sex, travel, and work.

Barreca has written extensively about women and humor and many readers will remember chuckling over her *They Used to Call Me Snow White...But I Drifted*. This book too will make readers chortle, giggle, grin, laugh, and guffaw. Published by Penguin, the paperback book costs $15.95.



# ACE OFFICE OF WOMEN IN HIGHER EDUCATION

The key role that state National Identification Program groups can play in developing effective partnerships between women and men in higher education was one of the topics discussed at the most recent ACE/NIP Leadership Meeting in Washington, D.C. Many of the 50 State Planning Board Coordinators gathered on April 19 to discuss "Ways to Work with Men in the NIP Network" as a step toward transforming the higher education working environment and realizing the fulfillment of the ACE/NIP agenda.



The meeting heralded next year's 20th anniversary celebration and provided NIP leaders with the opportunity to review the two decades of progress that has been made in advancing the cause of women in higher education. In that time, greater equity has been achieved for women administrators, faculty, and students. This has been accomplished with the help of the program's national and state leadership programs, its network of NIP leaders who have agreed to serve as role models, and the commitment of a wide variety of participants (women as well as male colleagues who have stepped to the fore to support NIP priorities).

Back in 1977, the notion of a national network dedicated to facilitating women's ascent to the pinnacles of higher education was a bold vision. That scores of colleges and universities could be ready to emblazon women's names across the office doors of their presidents, provosts, and chief academic officers was an idea that was neither widely nor readily embraced. It was, however, timely, given women's growing discontent with their lack of status, recognition, and social and workplace opportunities. The idea, launched by women such as Emily Taylor and Donna Shavlik, began as a simple one: a network that would generate encouragement, support, and advocacy for women's advancement, in much the same way as a similar system of communication and contacts has worked for men. From the seeds of these early living-room conversations, nurtured by deep a belief that women could make a difference in achieving their dream of equity, sprouted 50 fledgling state NIP programs. These seedlings have since matured into a strong national network, and the results of their efforts have begun to be realized. The number of women filling college presidencies has tripled in the past two decades (470 today, contrasted with only 156 in 1977); we now represent 16 percent of the total. The number of women who are chief academic officers has also increased, from 17 percent of the total in 1987 to 25 percent of last year's total.

After 20 years, we have much to show for our efforts and our persistence. While the ultimate dream has not been fully realized, many tangible accomplishments have been made along the way. We must continue to reach for the goals drafted by our founding mothers by strengthening our state NIPs and our national network, but at the same time, we must follow the example of our founders by looking ahead to the next two decades. To be sure, an ever-increasing number of women will assume leadership roles in government, business, education, and society, and will assert a stronger, more public voice in the national and world agenda. If the NIP is to remain a leader in building a supportive environment for women in higher education, it is time to prepare those around us for a future in which women's issues and women's voices will be more central to the public agenda. This will require recrafting the working relationship between women and men on both the social and professional fronts and will necessitate that the two genders come together to hammer out an operational framework in which mutual respect and appreciation for all ideas brought to the table can be ensured.

Much like the stages characterizing the development of a "balanced curriculum," which Peggy McIntosh once defined, the academic workplace has evolved from "for men only" to "add women and stir." Today we have reached a point where a number of women have been "added" to senior administrative rosters at higher education institutions across the country, although not in numbers proportionate to their existence, availability, or capa-

bility. The challenge before us now is to take the lead in shaping the next plateau in our quest for equity. The time has come to more conscientiously solicit the assistance of men in achieving our goals and to involve men in redefining the working relationship between women and men.

In the same way that curricular revision must advance through a series of stages, so too must we progress one step at a time in our efforts to transform the workplace into an environment more inclusive of the perspectives of all women and men. The NIP has an opportunity to take the lead in involving our male colleagues in this process and in developing their understanding and support of our goals. The leadership that we exercise may take a variety of forms within different state programs, depending on the evolutionary state, the context, and the readiness for change in each group.

Among the ideas that State Coordinators discussed for partnering with men through the NIP process were establishing a mixed-gender advisory board or opening our existing state planning boards to men; sponsoring programs that address gender dynamics in the workplace; and designing programs that increase male awareness of the NIP agenda. To be sure, this exchange of ideas was provocative. Together with the opportunity to review past accomplishments, the discussion enabled our state coordinators to leave Washington with a fresh perspective on the challenges that await them in the next 20 years.

Notes prepared by Dr. Carol A. Moore, Provost and Vice President for Academic Affairs, Mercy College, Dobbs Ferry, NY.


# INITIATIVES

*NAWE's award-winning journal publishes articles on subjects of concern to women in all aspects of education, placing special emphasis on significant, timely topics not yet receiving substantial attention in the professional and popular literature. Recent special issues of Initiatives have focused on feminism on a Catholic campus, men's studies, gender equity in math and science, sexual harassment, women's centers, and black women in higher education. Articles in nontheme issues regularly address such diverse topics as mentoring, pay equity, campus climate, using humor in professional settings, women in aviation education, journal keeping, professional development, leadership, native American women, dual-career families, self-defense training for women, and multicultural concerns.*

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**Topics and Formats**

We welcome submissions on virtually an subject that addresses in a meaningful way the education, interests, needs, and personal and professional development of women and girls.

Submissions may take many forms—essays, thought pieces, descriptions of successful programs and practices, reports of research, theoretical and analytical articles. We do not publish poetry or fiction. Whatever the topic or format, we want unambiguous, accessible, economical prose, written with clarity, grace, and simplicity.

For information about submissions contact the editor:

Dr. Patricia A. Farrant
Assistant Vice President
American College Testing
Iowa City, Iowa 52243
319-337-1409




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## MARY LOUISE PETERSEN CHAIR IN HIGHER EDUCATION
### The University of Iowa

The University of Iowa invites applications and nominations from distinguished researchers and scholars, regardless of their discipline, whose scholarship and teaching will focus on the study of higher education. The Mary Louise Petersen Chair is a newly endowed professorship which honors Mary Louise Petersen's leadership in higher education and public policy at both state and national levels. The incumbent will be appointed to a long-established graduate program in higher education within the Division of Planning, Policy and Leadership Studies of the College of Education. The Professorship will be fully supported with resources appropriate to the appointee's needs to sustain his or her program of professional scholarship and leadership.

Nominees and applicants must hold a Ph.D. or equivalent degree, have a distinguished record of scholarship, academic or administrative leadership, and be internationally recognized for their contributions to education.

We welcome both applications and nominations. Applications should include a letter of interest, a resume and a list of references who may be contacted. Nominations should provide information detailing the nominee's accomplishments and qualifications in terms of the position as described. All nominees will be contacted to confirm their interest and to provide appropriate information. The search committee will begin reviewing applications on **June 1, 1996.** The search will continue until the position is filled with the anticipated appointment beginning as early as January 1997. All materials should be sent to:

**Mary Louise Petersen**
**Chair Search Committee**
**487 Lindquist Center North**
**College of Education**
**University of Iowa**
**Iowa City, IA 52242**

**Telephone (319) 335-5365**

***The University of Iowa is an Equal Opportunity/Affirmative Action Employer and is actively seeking to diversify its faculty. Women, minorities and persons with disabilities are strongly encouraged to apply. Requests for reasonable accommodations during the application process should be made known to the Search Committee.***




## NEW VIDEOS

**Backlash To Change: Moving Beyond Resistance** (33 minutes)
**Backlash to Equity: First Nations People Speak Out** (30 minutes)

Two new videos, and accompanying facilitator's manuals, have just been produced by The Centre for Research on Violence Against Women and Children, Fanshawe College, and The University of Western Ontario, London, Canada. (The same institutions that produced *"The Chilly Climate for Women in Colleges and Universities"* video.)
These videos explore the opposition and resistance to diversity, equity and human rights initiatives being experienced in colleges and universities and the community-at-large. The *Backlash to Equity: First Nations People Speak Out* video specifically addresses these issues from a First Nations point of view.

**Each video explores:**
- what is backlash
- the tactics used to discredit, marginalize, and threaten those working on equity and social justice initiatives, and
- the strategies for dealing with backlash.

**To order or preview, contact:** Equity Services, The University of Western Ontario, Room 208 Stevenson-Lawson Building, London, Canada N6A 5B8
Tel: (519) 661-3334 • Fax (519) 661-2079 • Email perksl@uwoadmin.uwo.ca

**Purchase Price: $350 U.S. each (or both videos for $450 U.S.)**
**Preview Price: $50 U.S. each (or both videos for $75 U.S.)**

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***A new look at how even the best of teachers—women and men—often treat male and female students differently, in ways that limit women's full participation in the classroom.***

Men and women, sitting side by side in the classroom, often have very different experiences, because faculty members may unwittingly treat them differently.

Senior author **Bernice Sandler** notes that, "Women as well as men may often treat women in ways that not only discourage their classroom participation but also lessen their self-esteem and vocational aspirations."

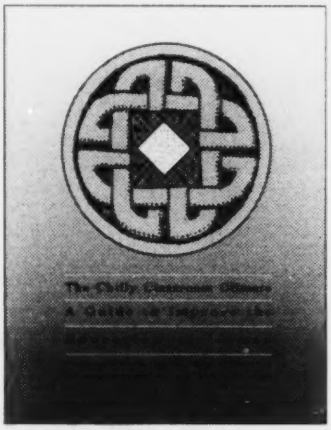
**Just how are women being treated differently?** Teachers can inhibit women's full participation by such behaviors as:

- Doubting women's accomplishments, for example, attributing their achievements to "luck" or "affirmative action" but men's to "talent" or "ability."
- Responding more extensively to men's in-class comments with praise, criticism or coaching but to women's with "uh huh."
- Assuming that women who ask for help do not know the material but that men who ask are smart, inquisitive, and involved
- Praising men for their work and abilities and women for their appearance.

This action-oriented new report—

- Describes **more than 50 ways men and women are treated differently in the classroom.**
- Examines such **key issues** as
  - —The nature of today's college classroom
  - —How gender affects what goes on there
  - —The influence of teaching style and pedagogy
  - —Intersections of race and gender, with special emphasis on women of color
  - —The importance of including women in the curriculum
  - —How gender affects faculty evaluation.
- Offers **more than 270 specific recommendations for action** administrators, department chairs, and individual faculty members—and even students themselves—can take to improve the classroom climate for women and other groups.

***An indispensable resource for anyone concerned about the education of college women.***



**The Chilly Classroom Climate**
**A Guide to Improve the Education of Women**

**By Bernice Resnick Sandler, Lisa A. Silverberg, and Roberta M. Hall**

**Published by the National Association for Women in Education**

**Prepared with support from the Lilly Endowment and the Fund for the Improvement of Postsecondary Education**

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# ABOUT WOMEN ON CAMPUS

FALL 1996 • VOLUME 5 • NUMBER 4

## FROM AROUND THE CAMPUS

### GETTING THERE BY DEGREES

• **Increasing, but slowly:** In 1985, 27 percent of the doctorates in the sciences and engineering were awarded to women. Ten years later, that number is up to 31 percent. If the current rate of increase remains the same, it may be well into the middle of the 21st century before women earn half of the doctorates in these fields.

In the sciences women earned 37 percent of the doctorates, compared to 12 percent in engineering. The figures come from the National Science Foundation, *Summary Report 1995: Doctorate Recipients from United States Universities* and will be available in October 1996. For a free copy, call 202-334-3161.

• **And sometimes taking longer:** Over the last 23 years, total time-to-degree among doctoral students increased for all fields of student. While overall, females tend to take longer to complete their doctorates, within the same fields of student, male and female time-to-degree is similar, except in the education and technical/professional fields. The data come from the Office of Educational Research and Improvement of the U.S. Department of Education.

• **Women of color outnumber men of color:** Just as women in general outnumber men at the undergraduate degree level, women of color in all racial groups outnumber men of color. For Black men and women the gap is getting wider; in 1994, the enrollment of Black women increased by 3.4 percent while that of men increased by only 1 percent. The data are from *Enrollment in Higher Education: Fall 1986 Through Fall 1994*, National Center for Education Statistics, U.S. Department of Education. For a free copy call 703-845-3151. At the doctoral level, the number of Black men earning degrees increased by 17.8 percent from 1994 to 1995; for Black women the increase was 17.3 percent. The data come from the National Science Foundation, *Summary Report 1995: Doctorate Recipients from United States Universities* and will be available in October 1996. For a free copy, call 202-334-3161.

• **The higher the degree the fewer the women:** Despite marked gains in many fields, the pattern of degrees awarded has remained the same. More women, for example were awarded associate degrees, bachelor's degrees, and master's degrees. The trend remains the same when men and women who are

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**Women's Issues Project**

National Association for
Women in Education
Suite 210, 1325 18th Street NW
Washington, DC 20036-6511

Project Director: Patricia A. Farrant

Editor: Bernice Resnick Sandler

Business Manager: Lynn M. Gangone

The Women's Issues Project of the National Association for Women in Education publishes the quarterly newsletter *About Women on Campus* to provide information about programs, issues, and concerns of women students, faculty, and administrators. Association members receive *About Women on Campus* as part of their $75 membership fee. Individual subscriptions are $20 for one year and $35 for two years. Institutional subscriptions are $28 for one year and $50 for two years.

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The National Association for Women in Education is an independent nonprofit professional organization dedicated to the education and professional and personal development of women and girls. An important force in American education for more than 75 years, the Association is at a crossroads, serving new populations, expanding its services, and developing new and innovative programs to meet the ever-changing needs of women in education.

The National Association for Women in Education does not discriminate on the basis of race, color, national origin, religion, sex, age, affectional or sexual orientation, or disability in any of its policies, procedures, programs, or practices.

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Native Americans, Hispanics, or Blacks are compared, although more Asian-American men obtained degrees than did their female counterparts.

At the doctoral level, white men, Hispanic men, and Asian-American men are awarded more degrees than women of their respective groups. Native American women obtained only 2 more degrees than their male colleagues, and Black women exceeded Black men at the doctoral level, in part because of the large number of Black women obtaining doctorate degrees in education.

The figures are from the U.S. Department of Education, *Earned Degrees Conferred by U.S. Institutions, 1993-94*.

## $$$ FOR WOMEN'S STUDIES

An anonymous donor has included in his estate plan a bequest for the University of Florida anticipated to be in excess of $1,500,000. A portion of the bequest is earmarked for women's studies: $200,000 to endow a professorship in women's studies and $100,000 to endow a needs-based fellowship in women's studies. The gifts require matching funds from the state ($100,000 for the professorship and $50,000 for the fellowship).

## SOME THOUGHTS ABOUT THE VIRGINIA MILITARY INSTITUTE DECISION

The recent Supreme Court decision opening Virginia Military Institute to women was not the first time that the legal system has had to intervene in order for women in Virginia to be able to attend Virginia's state-supported institutions of higher education.

In 1964, a report of the Virginia Commission for the Study of Educational Facilities in the State of Virginia contained the following statement:

> *21,000 women were turned down for college entrance in the State of Virginia; during the same period of time,* ***not one*** *application of a male student was rejected.*

In 1970, a federal court dismissed as "moot" a class action in which women sought the entry of women and men to all public colleges in Virginia, although earlier, the court had ordered the University of Virginia to consider, without regard to sex, women plaintiffs' applications for admission to the university and had ordered the university to submit a three-year plan for sexually desegregating the Charlottesville campus.

It would take the enactment of Title IX in 1972 for women to get a fair shake in Virginia's public coeducational institutions. And now, with the Supreme Court's decision, women finally have a right to equal education in Virginia.

At this writing, it appears that VMI will admit women in the fall of 1997; the Citadel is admitting women for the fall 1996 semester. At least two women are expected to attend.

(Some of the information in this article appeared in a letter to the editor of the *Chronicle of Higher Education*, August 16, 1996, by Bernice R. Sandler, Editor of *About Women on Campus*.)



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## DAY-CARE ARGUMENT FAILS IN STUDENT'S CUSTODY CASE

Remember the woman student who nearly lost custody of her small child because a judge believed the child would be better off under the care of the father's mother than in day care chosen by her own mother? (See *About Women on Campus* 4(1), Winter, 1995, 5.) Both the mother and father were students and no questions were raised about the adequacy of the mother's care or that of the licensed day-care home in which the child was cared for while the mother attended classes. The sole difference was that under the father's custody, his mother, a full-time homemaker, would provide care for the child while he attended college.

The Michigan Supreme Court overturned the decision, stating that the judge erred in his ruling and that placing a child in day care "is in no sense a sign of parental neglect." The court ordered the Circuit Court to review its decision and to do what is in the best interest of the child. The case will now be heard by a judge different than the one who originally awarded custody to the father.

## EMERGENCY CONTRACEPTIVE HOT LINE

A new nationwide telephone hotline can help students and other women who have just had unprotected sex obtain emergency contraceptives. Emergency contraceptives typically consist of ordinary oral contraceptives containing high amounts of estrogen and progestin which must be taken within 72 hours of intercourse, with a second dose 12 hours after the first. The reproductive health drugs advisory committee of the Food and Drug Administration stated in June that the evidence was clear that the regimen was effective and posed little risk to health.

The contraceptives prevent the fertilized egg from implanting in the uterus. Although people opposed to abortion often do not oppose contraception, many disapprove of any procedure which would interrupt the reproductive process at any point after fertilization, even if the egg is not yet implanted in the uterus. In contrast, many reproductive health specialists believe that using the pills after unprotected intercourse can prevent unwanted pregnancies and abortion.

The hotline provides automated information about emergency contraception and gives the names of three providers in the area from where the call was placed. Providers include hospitals, doctors and family planning clinics.

The hot line number is 1-800-584-9911. The hot line is a service of the Washington-based Association of Reproductive Health Professionals and by Bridging the Gap Communications, a Decatur, GA, publishing house.

## JEWISH WOMEN'S WEEK AT BROWN UNIVERSITY

For several years in a row, Brown University has had a Jewish Women's Week, a week of programs devoted to celebrating Jewish women and their culture. The program has consisted of a service project, an interfaith discussion with a Christian women's group, a forum of Jewish speech patterns, poetry, music, and other events. For further information, contact Ayelet Cohen at Brown University Hillel, 401-863-2805.

## CAREER ADVICE FOR WOMEN SENIORS, FROM THE PROS

Senior women at Vanderbilt University have a unique opportunity for mentoring. The Career Connections program pairs seniors with local professional women who are already established in the student's field of interest. The professionals (all members of the Nashville Women's Breakfast Club) offer advice, leads, and other forms of information.

For information about how the program works, write the Cunninggim Women's Center at Vanderbilt University, Box 1513, Station B, Nashville, TN 37235. Phone: 615-322-4843. E-mail: womenctr@ctrvax.Vanderbilt.edu

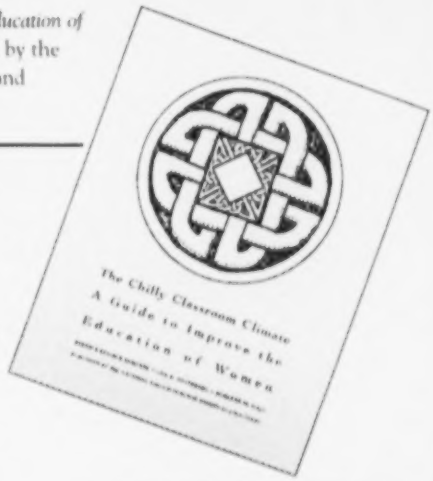


## YES – YOU MAY REPRINT OUR STORIES!

Readers may use up to five articles from each issue of *About Women on Campus* in their own publications, provided they give full and detailed credit to *About Women on Campus* and the National Association for Women in Education. Please send a copy to us.

Bernice Resnick Sandler is a Senior Scholar in Residence with the National Association for Women in Education. She consults regularly with institutions about issues such as the chilly climate and sexual harassment and has given over 2,000 campus presentations.

The following is excerpted from *The Chilly Classroom Climate: A Guide to Improve the Education of Women* by Bernice Resnick Sandler, Lisa A. Silverberg, and Roberta M. Hall. Published by the National Association for Women in Education, the book explores the chilly classroom and provides over 270 recommendations for administrators, faculty members, and students.




## INTERVENING WHEN MALE STUDENTS ENGAGE IN NEGATIVE BEHAVIORS TOWARD WOMEN

Under Title IX of the Education Amendments of 1972, institutions have an obligation to provide an environment that is free of discrimination, including sexual harassment. Faculty or student behaviors which create a hostile learning environment for women can in some instances be considered violations of Title IX. Apart from any legal reasons, however, faculty should intervene when negative behaviors occur, because they can interfere with the learning process. Here are some suggestions:

- ❑ Intervene when male students show disrespect to women students (or the reverse) through overt comments or negative body language.
- ❑ Respond swiftly and firmly when students show verbal hostility or negative body language in response to women students or their contributions. Ignoring such behaviors gives the implicit message that you approve of the behavior or are unable to stop it.
- ❑ When students engage in negative body language or facial expressions in response to another student's contribution, one way to confront it openly is to say something like, "I'm noticing you are frowning (looking upset, etc.). Can you tell me why?" or "I see you look skeptical. Let's talk about what you are thinking." The aim is to convert negative behavior into an intellectual response.
- ❑ If the negative behavior persists and a student is unresponsive to your efforts in and out of the classroom, where appropriate, invoke student disciplinary procedures.
- ❑ If you are reluctant to reprimand a student publicly, tell the student *in front of the class* that you would like to see him (or her) after class. This gives the class the message that you are not willing to tolerate the behavior. Some ways to indicate you displeasure follow:

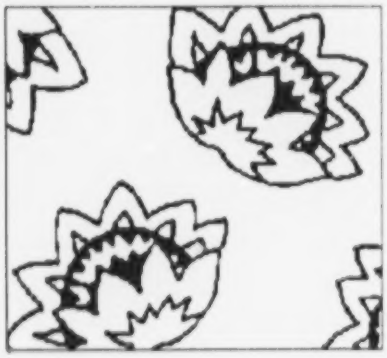
If you decide not to respond overtly, stare hard and frown at the person.

Indicate your displeasure openly, stating that you find the comment or behavior offensive, or you can say in a shocked tone, "I beg your pardon!"

You can pretend to take the comment literally or not to understand, and ask the person to repeat the comment once or twice. Then ask for an explanation from that person and/or the class. Asking for an explanation of a sexist remark or joke sometimes embarrasses the offending person and highlights the prejudice contained within the remark.

- ❑ Do not allow students to interrupt each other. Intervene and interrupt students who interrupt others. Early in the semester, perhaps at the first session, articulate the class rule that students do not interrupt each other.
- ❑ Do not allow men to squeeze women out of laboratory demonstrations. Mention at the beginning of the class or demonstration that students should arrange themselves so that all can see, and that they should allow the shorter *persons* in the front.
- ❑ Do not allow jokes or stories which make women or racial or other groups the object of laughter or ridicule. Most of these jokes are offensive to these groups, although individuals may not openly complain.
- ❑ If an insulting remark has been made, do not call on the insulted person to tell how he or she feels about the remark unless he or she volunteers to do so.

Copies of *The Chilly Classroom Climate* can be obtained for $20 ($15 for NAWE members) from the National Association for Women in Education, 1325 18th Street NW, Suite 210, Washington, DC 20036-6511.



# WORKING IN ACADEME AND ELSEWHERE

## HATE SPEECH ON THE CAMPUS

In a survey of faculty at five New Jersey campuses, faculty, staff, and administrators were just as likely as students to be overheard telling sexist and racist jokes and using sexist language. At all schools, sexist jokes and language are heard by more faculty than racist jokes. Although there was no difference by gender in the reporting of sexist speech on campus, the majority of male faculty reported hearing racist jokes on their campus while the majority of female faculty have not heard racist jokes. Researchers Susan Cavin and Amy Siskind hypothesize that men may tell each other racist jokes more than women do to each other and/or that men do not tell racist jokes in the presence of female faculty as often as they do in the presence of male faculty.

In contrast, no male faculty member, staff member, or administrator knew of any stalking incidents in which the perpetrator was a faculty member, staff member, or administrator. Only female faculty did. Male faculty, however, were aware of student stalking incidents.

The two urban campuses reported less hate speech (against women, people of color, Jews, and gays) than did the three suburban campuses. The five campuses included the New Jersey Institute of Technology and four community colleges which historically transfer students to NJIT's College of Engineering. For information about the study, contact Susan Cavin, New Jersey Institute of Technology, University Heights, Newark, NJ 07102. The study, which primarily focused on faculty/student attitudes toward women in engineering, was funded by the National Science Foundation.

## WOMEN PROFS STILL EARN LESS

The annual salary survey of the American Association of University Professors provides data which show little change between the earnings of men and women in higher education. Men earn more at every rank, including lecturer and instructor; the financial gap is greatest at the full professor level. Men earned more, whether at public, private independent, or church-related colleges.

For a copy of the data, send $57 for the issue of *Academe* which includes the survey. The 1995-96 survey was based on data from 2,179 institutions.

## CASE INVOLVING RAISES JUST FOR WOMEN TO BE HEARD BY JURY

When Virginia Commonwealth University gave more than $400,000 in raises to women faculty members after determining that they were paid unfairly, five men sued, claiming that they were discriminated against because the women's raises were based only on their sex. A Federal district court threw out the case, noting that the raises were justified because the study showed that women earned less than men with the same positions.

The five men appealed and the U.S. Court of Appeals reversed the earlier ruling, stating that the case should be heard before a jury. The Fourth Circuit held that an employer could implement an affirmative action plan under Title VII of the Civil Rights Act (which prohibits discrimination in employment) provided that the purpose of the plan is to remedy discrimination, the plan does not "unnecessarily trammel" the rights of others who do not benefit from the plan, and the plan was established to eliminate a "manifest imbalance" based on discriminatory factors. The jury will decide if there is an imbalance between the pay of male and female professors at VCU. We'll keep you posted.

## $100,000 TO ADJUNCT PROF AT NEW SCHOOL FOR SOCIAL RESEARCH

Adamanta Pollis, a tenured professor at the New School for Social Research (NY), was forced to retire when she turned 70 in 1993, just a few months before the law that allowed institutions to fire faculty on the basis of age was repealed. Since retiring, she has taught one course each semester, despite her wishes to teach more courses. Her suit claimed that she faced gender discrimination because several retired male professors were allowed to continue to teach full time or close to full time.

A federal jury agreed and awarded her $100,000 in damages. The school is planning to appeal the case.

### IN DEFENSE OF AFFIRMATIVE ACTION

If you are looking for reasons why affirmative action is still necessary, read Barbara Bergmann's *In Defense of Affirmative Action*, which the *Washington Post* described as "resetting the debate" and "introduc[ing] important new evidence about how decisions to hire are actually made." Bergmann has reconceptualized the debate in innovative ways and her book is one of the few dealing with the defense of or attack on affirmative action that includes sexism as well as racism.

Bergmann argues and documents in everyday language that getting rid of affirmative action would not result in a fair color-blind hiring process, and reminds the reader in stunning examples how white people often get special consideration for their children in the best schools and jobs and no one raises the cry that their offspring are "incapable."

Published by Basic Books, the 213-page book costs $23.



### ACE FELLOWS PROGRAM: LOOKING FOR MORE GOOD WOMEN

The American Council on Education is seeking women (and men) for its Fellows program. Fellows spend time with a college president and other mentors, visit regional campuses, attend a three-week national seminar, and engage in other activities studying leadership and governance. The program, which lasts a year, is aimed at senior-level faculty members and mid-level administrators preparing for senior-level administrative positions.

Candidates need a minimum of five years college-level experience as faculty or administrators and must be nominated by their institution's president or other senior officer who agrees to pay their salary and benefits during the fellowship year. For further information, contact the program at ACE, One Dupont Circle NW, Suite 800, Washington, DC 20036-1193. Phone: 202-939-9412; Fax: 202 785-8056; e-mail fellows@ace.nche.edu. The closing date is November 1, 1996 for the following academic year.

### DEMONSTRATING THE LACK OF DIVERSITY

Students at the law school of Yale University posted photographs of the full-time faculty. The students arranged a set of photos in the shape of an upside-down pyramid, with 52 white male professors shown in the top row and pictures of nine white women beneath. Below them was a row of three black men; the only minority woman, an Asian American, was at the bottom.

### NEWT GINGRICH SUED BY ACADEMIC WOMAN FOR $22 MILLION

Remember when Newt Gingrich hired and then quickly fired Christina Jeffrey, a political science professor from Kennesaw State College (TN), as House of Representatives' historian? Jeffrey had been accused of having criticized a course on the Holocaust in 1986 for not presenting "the Nazi point of view." Several Jewish organizations came to Jeffrey's defense, stating that the allegations that she was a Nazi sympathizer were not true.

Gingrich promised her severance pay, another job and out-of-pocket expenses, which Jeffrey says never came through. Jeffrey is suing for slander, defamation, contract violations, and intentional infliction of emotional distress.

The suit was filed when negotiations with Rep. John Linder, a Gingrich ally, for payment of expenses (about $30,000) and a House resolution clearing her, failed.

## HELPING WOMEN'S LEADERSHIP IN ACADEMIC MEDICINE

A new report examines how to increase women's progress in academic medicine, noting that women in academic medicine are not succeeding at the same pace as men. The report, issued by the Association of American Medical Colleges, notes that far-reaching systemic initiatives are necessary and includes 15 recommendations for leaders of medical schools, teaching hospitals, academic medical societies, and AAMC itself.

The report focuses on three areas: developing and mentoring women faculty, administrators, residents, and students; improving pathways to leadership; and fostering readiness for change.

The 12-page report is available from AAMC, 2450 N Street NW, Washington, DC 20037.

## HELPING WOMEN PUBLISH

The Pro Femina Research Consortium at the University of California, Davis recently sponsored a series of workshops focusing on the practicalities and politics of academic publishing and, at the same time, highlighting the achievements of UC Davis women authors. The "Celebration of Campus Women Authors" workshops were held twice a week for a month; each workshop focused on a different aspect of publishing, such as writing textbooks, book reviews, and editing anthologies and essay collections. Several publishers addressed the workshops.

The workshop series culminated in a reception with a display of books by campus women and readings by some of them. The workshops would be a good model for other institutions.

The Pro Femina Research Consortium is a campus umbrella organization through which faculty, graduate students, and Academic Federation members can promote the advancement of women's research at UC Davis.

## COUPLE SHARES DEANSHIP

In what may be a first, the sharing of a chief academic officer's post, Cheryl and James T. Keen are sharing the position of vice president and dean of the faculty at Antioch College. They previously shared a professorship at Monmouth University. Each works half time on the dean's job and spends a quarter time on student retention and a quarter on research. They have divided the dean's job so that each is responsible for different areas such as budget, long-range planning, faculty employment, academic policy, and governance.

The couple plans to do a study on couples who share jobs.

## WOMEN ORGANIZE TO BRING ABOUT GENDER EQUITY IN INFORMATION TECHNOLOGY

Women, Information Technology, and Scholarship (WITS) is an interdisciplinary group of women scholars and academic professionals at the University of Illinois at Urbana-Champaign that was formed specifically to explore and address gender equity issues in information technology. Concerned about all areas of technology, WITS believes that women and girls should have integral roles in the conception, design, content, use, implementation, economics, and legal policies of electronic communication networks on local, national, and international levels.

WITS has developed several policy recommendations about shaping the emerging global network, including that publicly funded information infrastructure projects be subject to systematic mandated assessment of the degree to which gender equity is reached. Other recommendations are listed in a WITS brochure which can be ordered from WITS, Center for Advanced Study, 912 W. Illinois Street, Urbana, IL 61801. A book, *Women, Information Technology, and Scholarship*, is also available for $12. For more information about WITS, contact WITS Colloquium, c/o Graduate School of Library and Information Science, University of Illinois at Urbana-Champaign, 112 LIS, 501 Daniel, Champaign, IL 61820 or at http://gertrude.art.uiuc.edu/wits/withomepage.html

## RESOURCE: ALL ABOUT FAMILY LEAVE

Looking for information about the Family and Medical Leave Act? Enacted in 1993, the act gives Americans who work for companies and institutions with 50 or more employees the right to take up to 12 weeks of unpaid leave a year to care for a newborn or newly adopted child or for certain seriously ill family members.

A 30-page comprehensive guide written in plain English and reflecting recent new regulations, the *Guide to the Family and Medical Leave Act*, costs $10 and contains 52 questions and answers. Available from the Women's Legal Defense Fund, 1875 Connecticut Avenue NW, #710, Washington, DC 20009.





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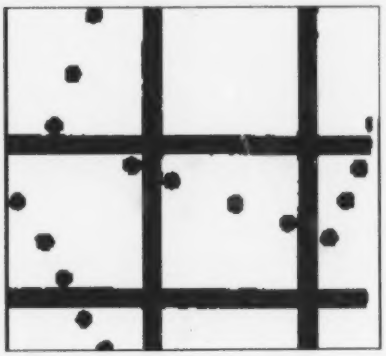

# SEXUAL HARASSMENT

## IS USING AN ON-LINE SEX SITE SEXUAL HARASSMENT?

In some instances, yes. When male employees or students either individually or in groups view sexual images via computer in the presence of women, some women may find it humiliating, demeaning, and offensive. Most experts agree that openly viewing sexual explicit materials from the Web, posting lewd jokes on institutional bulletin boards, and using sexually oriented screen savers can constitute sexual harassment by creating a hostile environment.

The issue is an emerging one as more sexual materials become available and when people view them in places where others might also see the materials or observe the responses someone has to the materials. Not at issue is an individual's viewing such materials in the privacy of an office, dorm room, or cubicle, since there would not be a hostile environment affecting someone else if that is all that happened.

Some workplace complaints have included unwelcome exposure to internet sex, as when someone walks by another person's computer and observes offensive materials. Sometimes when men view such materials in public space, they may make sexual comments to each other in the presence of women (almost as a form of male bonding which excludes women) and also may offend them; they may "share" the materials with women, assuming that the women will "enjoy"them. They may talk about the materials in a hostile or ridiculing manner which offends many women or they may forward these materials to others. Joking remarks about the materials, sexuality, and women are also a common behavior associated with the viewing of sexual materials, especially in the presence of women.

Many women may not say anything even though the materials make them uncomfortable, because they do not want to offend the men or "make a big deal of it," or because they fear retaliation.

Also at issue is the use of institutional resources for non-institutional activities; for employees the issue is related to workplace productivity (employees who are watching are not working). Some employers have been using software such as CyberSitter to block certain sites. Note: CyberSitter was originally designed to enable parents to keep their children from viewing adult material on the net. Developed in connection with Focus on the Family, a conservative group, CyberSitter, however, and possibly some other similar programs, also block the entire website of the National Organization for Women (NOW). CyberSitter is now being "bundled" into new hardware and services.

Institutions may want to make it clear to their employees and to students how viewing sexual materials in public spaces can be a violation of the institution's sexual harassment policy

## WOMEN ATHLETES VULNERABLE TO SEXUAL HARASSMENT FROM MALE ATHLETES

Sexual harassment of women athletes by male athletes is another issue worth watching on campus. Although far from uncommon, it is an issue which has received relatively little attention. Institutions may want to explore and assess their own athletic programs either as part of their general monitoring or as a separate evaluation.

• Three women have charged Temple University with sexual harassment, claiming that both coaches and male student athletes subjected them to a hostile environment. The training room for crew athletes was decorated with pornographic materials, such as pictures of vaginas and penises, often referencing women's crew team members and their bodies. Male athletes regularly engaged in suggestive and sexually offensive and lewd remarks and gestures.

Despite complaints to various officials, including a visit to president Peter Liacouras from several of the women athletes, the materials were not removed. At least twelve university officials visited the training room, including the president. The room was eventually closed when the building was sold.

• The University of Nebraska was widely criticized when Lawrence Phillips, a star running back, was reinstated after a six-week suspension for breaking into his former girlfriend's apartment and beating her up severely. (He was later sentenced by a court to one year's probation

and was ordered to pay some of the woman's medical expenses, attend classes in domestic violence prevention, and continue attending psychotherapy sessions.)

As a result of criticism by faculty members and students, the university set up a committee of administrators, faculty members, and students to examine whether athletes received special treatment in student judiciary procedures. The committee found no evidence to support that charge but did discover serious problems in the way women were treated in the athletic program, finding that women athletes often experienced harassment and intimidation from male athletes at the training table and during the use of other shared facilities.

Institutions might want to consider special training targeted to athletic personnel such as coaches and trainers since they are in a position to intervene. Their lack of intervention when observing sexual harassment could expose their institution to liability. Additional training for both male and female athletes is also recommended. Committees on the status of women as well as other groups on campus may want to assess the problem of harassment among athletes.

### GUESS WHICH ATTORNEY IS REPRESENTING MITSUBISHI IN THEIR SEXUAL HARASSMENT SUIT?

It's Walter B. Connolly, Jr., the same Detroit attorney who is representing Brown University in its high-profile sex discrimination case involving its athletic program (see *About Women on Campus* 5(1), 1996, 10-11).

### $600,000 AWARDED TO EXPELLED STUDENT WHO OBJECTED TO PROFS' SEXIST AND RACIST REMARKS

A jury has awarded $600,000 in damages to a University of Maryland graduate student who was expelled after complaining about several professors who engaged in sexist and racist remarks or had sexual relations with students.

Susan Stepakoff was a graduate student in the clinical-community psychology doctoral program when she alleged that several of her professors often referred to Jewish women as "JAPS" (Jewish American Princesses); another professor commented about a lesbian who had been beaten on the street, stating that the beating probably would not have happened if she had not been "flaunting it;" and that another professor, during a class in which the students watched a group therapy session during a one-way mirror, stated that he was "imagining the clients naked" and that he found the thought of one heavy woman "really disgusting."

Stepakoff complained to her professors when she found their remarks offensive. She also complained that professors were having sex with students. Eventually the department found her "too intense" to be a professional psychologist and she was dropped from the program.

The jury found that Stepakoff's rights to free speech were violated. It is not clear whether the decision will be appealed.

### JUSTICE DEPARTMENT SUES CALIFORNIA UNIVERSITY OF PENNSYLVANIA

The U.S. Department of Justice is taking the unusual step of suing California University of Pennsylvania for not taking action against a former department chair alleged to have sexually harassed two employees. A female professor in the department of business and economics as well as secretaries in the department claimed that the then department head had subjected them to unwelcome and offensive touching and kissing as well as sexual comments. The secretaries' cases have already been settled and they no longer work for the university. The Department of Justice suit is seeking compensation for the professor, Susan Mongell.

### JUDGE OVERTURNS VERDICT AGAINST COLUMBIA UNIVERSITY

A federal judge overturned a jury verdict which had awarded $450,000 in damages to a former student and employee in the development office at Columbia University who accused the former director of the office of sexually harassing her. Sharon Karibian also accused the university of failing to investigate her complaint properly.

Although the jury had found that Karibian was not harassed, it also found that Columbia had "failed to take reasonable steps to determine the facts about Karibian's complaint and take appropriate remedial action." It is not clear whether the case will be appealed.

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## FEDERAL COURT RULES THAT EMPLOYEES CAN TALK TO EEOC DESPITE CONFIDENTIALITY PACTS.

In a workplace challenge that will have implications for cases involving campus sexual harassment, the Equal Employment Opportunity Commission successfully filed a motion against Astra USA to prevent it from enforcing cash settlements with at least six former employees who agreed not to cooperate with the EEOC or file charges of sexual harassment against the company. A U.S. District Court in Worcester, Massachusetts, upheld the motion. Essentially the ruling means not only that individuals can disregard settlement agreements for confidentiality when they are subpoenaed for information but also that they can speak to EEOC without having been subpoenaed.

EEOC stated that the cash settlements (ranging from $20,000 to $100,000) interfered with EEOC investigations and were contrary to public policy. EEOC actions followed a little-noticed decision in May by the Second U.S. Circuit Court of Appeals in New York supporting a Department of Labor ruling that Northeast Utilities would not be allowed to offer an employee who complained about safety at a nuclear plant a cash settlement in exchange for restrictions on his testimony before regulatory agencies.

Some of the women suing Astra USA had signed such pacts but sued the company anyway, claiming that the settlements were invalid because Astra USA violated its own agreement to keep quiet about the settlements. Should EEOC succeed in its attempt to invalidate restrictive settlements, university settlements with similar provisions could be at risk.

## USING STUDENTS AS "HARASSMENT ASSISTANTS"

The University of Winnipeg, Canada, trains students to provide support for both complainants and accused persons. The student assistants are trained by the sexual harassment officer to accompany the complainant and the accused to meetings, take notes for them, and give them some idea of the kinds of questions they may be asked by the sexual harassment officer. The students may also confer with the sexual harassment officer in order to elicit information that is relevant for the disputants to have. The peer assistants are trained by the sexual harassment officer and are also instructed not to give opinions as to whether or not the allegations constitute sexual harassment, as that would be beyond their expertise.

The program is sponsored by the Students' Association and the Women's Association at the University of Winnipeg. For further information, contact Naomi Levine, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, Canada R4J 1B3; e-mail: nlevine@rrcc.mb.ca. Levine is an attorney and workplace dispute consultant who also serves as Winnipeg's sexual harassment officer.

## RESOURCES: SPECIAL ISSUE ON SEXUAL HARASSMENT

• In our last issue we described Part One of a two-part focus of *Initiatives: Journal of the National Association for Women in Education* (1996). Part Two has now been published and is as excellent as Part One. Part Two covers a wide variety of subjects including institutional responsibility, visually hostile environments, sexual harassment in elementary and secondary schools, problems faced by investigators in dealing with sexual behaviors, and reasons why students report or don't report sexual harassment. The last article deals with changing aspects of sexual harassment and assault, and covers legislation and two recent significant cases, along with the implications for practice in institutions. Two videos, one on student-to-student harassment in middle schools and an interactive video about rape and sexual assault, are also reviewed.

For copies of this two-part set on sexual harassment on campus, Volume 57(2) and 57(3), send $26.00 to the National Association for Women in Education, 1325 18th Street NW, Suite 210, Washington, DC 20036-6511. Each volume is available singly for $13.00.

• Although much has been written about sexual harassment in general, little has been written about the mental health issues involved. *Sexual Harassment in the Workplace and Academia: Psychiatric Issues* covers a wide array of issues including the physical and mental health aspects of sexual harassment, therapeutic interventions and resources, forensic aspects and serving as an expert witness, supporting a victim during litigation, and the potential for misuse and abuse of psychiatry in workplace sexual harassment. The sexual harassment of children and adolescents is also covered as is sexual harassment in academe and in medicine.

Despite the subtitle, the book will appeal to others beyond those working in psychiatry and should be

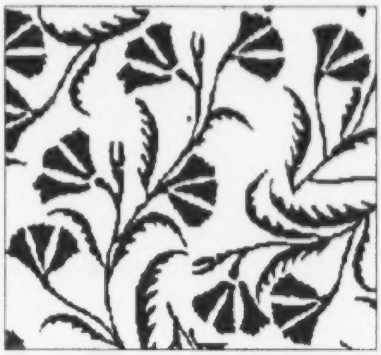
helpful to those engaged in student affairs and others working with sexual harassment issues. Edited by Diane K. Shrier, the 278-page book is available from the American Psychiatric Press, Inc., 1400 K Street, NW, Washington, DC 20005, 202-682-6262, and costs $38.50.

• Anyone contemplating filing a lawsuit concerning sexual harassment ought to read "Potential Costs and Benefits of Sexual Harassment Litigation," an article which describes factors that every potential litigant ought to explore. The article by Sharyn A. Lenhart and Diane K. Shrier appeared in the March 1996 issue of *Psychiatric Annals* 26(3), 132-138.

• *No Real Winners: Sexual Harassment in Academia* is a 40-minute video designed as part of a two-and-a-half hour interactive workshop for faculty and staff. The video interviews women who have been victims of harassment, men who have been accused of harassing behavior, and college administrators dealing with sexual harassment.

The video is accompanied by a 35-page facilitator's guide that details how to conduct the workshop. Each section describes the purpose of each portion of the workshop, how much time to allocate, materials to be used, materials to be handed out, and samples of what the facilitator should say. There are also 24 pages of handouts for participants and 20 transparencies for use with an overhead projector. The video can also be used independently of the materials provided with it.

The video can be obtained from United Educators Insurance Risk Retention Group, Two Wisconsin Circle, Suite 1040, Chevy Chase, MD 20815. (United Educators provides insurance for educational institutions.) The video costs $450 for members, $499 for non-members. For further information, call 1-800-536-6843.



# SEXUAL ASSAULT AND VIOLENCE

## CAMPUS RAPE PREVENTION PROGRAM TARGETS MEN'S RESTROOMS

The Ohio State University Rape Education and Prevention Program has launched a new awareness program targeting men students as they use the restrooms. Approximately 200 rubber urinal screens have been deposited in urinals across campus, custom printed with the message "You hold the power to stop rape in your hand."

The campaign is the latest attempt to reach male students who often are resistant to attending workshops and other programs dealing with sexual assault. The urinal screens encourage men to think about the various things they can do with their penises—to urinate, to engage in sexual behavior, or as a weapon in the case of sexual assault. The message is intended to help men understand that rape is an act of violence, not sex, even though "sexual" body parts may be involved. The slogan, however, proved to be controversial. Although university officials endorsed it, janitorial-supply companies refused to manufacture the screens with it and local groups called the slogan obscene.

For more information, contact Women Student Services, Office for Student Affairs, 408 Ohio Union Ohio State University, Columbus, OH 43210-1392 or Michael Scarce, the coordinator of the program at /scarce.1@osu.edu/

## FRATERNITY MEMBERS CHARGED WITH GANG RAPE

Three Zeta Beta Tau members at the University of California at Los Angeles have been accused of gang-raping a female student at an off-campus party. The group had been drinking together and playing a sexually oriented game when the men began to undress her and forced her to have sex with them. The police, UCLA, and the fraternity are investigating.

## COLLEGES CONCERNED ABOUT "DATE RAPE DRUG"

A few schools have reported that a new drug, Rohypnol, or "roofie," has been used on their campus as a way to sedate women who are then sexually assaulted. The drug, which is not approved for use in the United States, is used legally for insomnia in other countries. Last March, the Customs Service made its importation illegal. However, several hundred thousand dosages are thought to have entered the country prior to the ban and it is thought to be smuggled into the U.S. as well.

The drug often causes a memory loss, especially if taken with alcohol, so that students who are raped while under the drug's influence may be unsure of what happened. Some students have used the drug voluntarily as a way to get high; others have had it slipped into a drink without their knowledge, often when they left the drink to go to the bathroom or talk with someone.

How prevalent is its use on campus and elsewhere? No real data exist, although anecdotal information suggests that it is most common in Florida, Texas, and California. Campus police as well as sexual assault services tell of students who have had blackouts and suspect that they had been drugged. The drug is detectable for about 60 hours after it is taken and most students have not reported suspected incidents within that time frame. Hoffman-La Roche, the manufacturer, is providing a toll-free number to police and rape crisis centers and will pay for testing rape victims for the drug.



### NEW CHARGES, OLD PATTERN

Ten men from Sigma Chi fraternity at the University of South Alabama were arrested on assault charges after a ritual degrading of a member who had just become engaged. The men are accused of stripping Steve A. Rocha, tying his hands and feet with rope and duct tape, and throwing food and garbage at him. He was released after he kissed his fiancee.

A number of fraternities have been accused in the past of similar ritualistic degradation used when a member becomes engaged, gives a woman his fraternity pin, or otherwise indicates that he is seriously involved in a relationship with a woman. Apparently the degradation is a reaction to the perception that the male bonding will be diminished as a result of the fraternity member's serious emotional involvement with a female. There are no degrading rituals for fraternity men who engage in casual or forced sex with women; to the contrary, these encounters are often praised and sometimes encouraged by other fraternity members.

### FACULTY MEMBER ACCUSED OF RAPING STUDENT

Sociology professor William Purdue at Eastern Washington University has been accused of sexually assaulting one student and attempting to rape another. His "punishment?" Purdue worked (with pay) off campus until September and then takes an unpaid leave of absence until 1998, at which time he will retire.

When faculty and students protested the lack of faculty disciplinary investigation or action, the school claimed that the faculty union contract obligated them to negotiate an agreement with Purdue (although the contract does not dictate the terms of that agreement). The agreement also requires Eastern Washington to release a statement including Purdue's academic record.

Because the women did not undergo medical examination after they were assaulted, the county prosecutor refused to file charges.

### ANOTHER ATHLETE INVOLVED IN VIOLENCE

Are football players prone to violence against women? Another athlete, Rick Perry, a senior offensive lineman for the University of Miami was arrested on charges of battery and burglary after beating his date. He was released on $10,000 bond.

Most institutions have no policy as to how they will handle incidents when male athletes attack or sexually assault females other than their general disciplinary policy. Thus questions such as whether players will be allowed to remain on the team, be suspended from the team or from the institution, or be allowed to play are often decided in an ad hoc manner.

### SUSPENSION ENDS FOR FOUR CLEMSON FOOTBALL PLAYERS ACCUSED OF RAPE

Four players were suspended from the football team at Clemson University after criminal sexual assault charges were brought against them by a first-year student who charged she had been raped in her dormitory room in February.

The case was dismissed in July when the woman refused to testify in court. Two of the players were reinstated and one dropped out of school. The fourth, who was not renewed, was not expected to return to school.

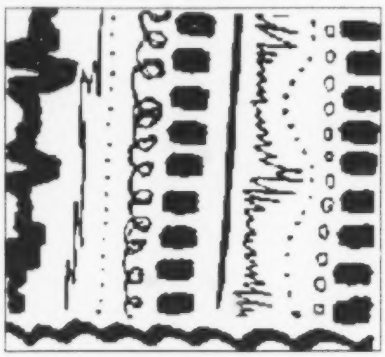
### COURT REJECTS U.S. LAW FOR SEXUAL ASSAULT VICTIMS

A District Court judge invalidated the 1994 Violence Against Women Act, which allowed victims to use the federal courts to sue their attackers. Judge Jackson L. Kiser ruled that the law was unconstitutional and dismissed the suit by a Virginia Tech student, Christy Brzonkala, who charged two college football players with raping her. (See *About Women on Campus* 5(2),1996, 10-11.)

Although the decision affects only the Western District of Virginia, other courts are likely to cite it as precedent to strike down the Violence Agaisnt Women Act. A federal judge in Connecticut,

however, upheld the act in a similar case. Brzonkala's attorney has appealed and some legal scholars expect that the issue will eventually go to the U.S. Supreme Court.

Judge Kiser, a 1982 Reagan appointee, had previously ruled in the Virginia Military Institute case that VMI could continue to receive state funds if a separate but equal military program for women was created elsewhere. Although the Circuit Court upheld that opinion, the U.S. Supreme Court overturned the decision. (See article on p. 2.)



# WOMEN IN ATHLETICS

## WOMEN'S SPORTS ON THE RISE

**• The women's college basketball final had three times the Nielsen rating for the competing National Hockey League games broadcast at the same time.** This was 14 percent better than the rating for NBC's professional basketball games. Both ABC and ESPN plan to televise more games in the coming season.

**• More than 5 million spectators watched women's varsity basketball during the 1995-96 season,** a 5.5 percent increase over the previous year.

**• Attendance at women's collegiate basketball games has tripled in the last 12 years, increasing by 272,000 to reach an all-time high of 5.2 million.** More women and girls participate in basketball than any other sport.

**• In the last three years, the two sports that have shown the most growth are NASCAR and women's basketball,** according to Dick Ebersol, the president of NBC Sports.

**• Two new professional women's basketball leagues are starting this fall.**

— The American Basketball League has Reebok as its first and biggest sponsor. Nine of the 12-member U.S. Olympic team have signed on to play in the league.

— NBC as agreed to a five-year contract to telecast ten Saturday afternoon games and the championship game of the eight-team Women's National Basketball Association.

**• In 1994, the sales of women's athletic shoes topped those of men's for the first time.**

**• A new magazine on women and sports is planned for next spring by Conde Nast,** which will put $30 million into its *Sports for Women*. Currently, the only magazine focusing on women's sports is *Women's Sports and Fitness*, published by the Women's Sports Foundation, which plans a spinoff focusing on college women athletes. Mariah Media, publisher of *Outside*, is also planning a sports and outdoors magazine aimed at women.

## WOMEN ATHLETES GRADUATE AT HIGH RATES

Both Black and white female athletes have higher graduation rates than non-athletic female students. While 58 percent of all Black female athletic scholarship students graduated, the rate for Black female students as a whole was only 43 percent. Similarly, 70 percent of white women athletes graduated compared to 61 percentot all white female students. The rates for men showed smaller differences: 43 percent of Black male athletic scholarship graduated compared to 35 percent of Black male students as a whole; 59 percent of white male athletes graduated compared to 57 percent of white males in general. The figures are from the National Collegiate Athletic Association.

## WOMEN SUE SYRACUSE TO START VARSITY LACROSSE TEAM

In a class action suit, eight women students are suing Syracuse University, claiming that the school's athletic program violates Title IX. (Title IX is the law which prohibits sex discrimination in educational institutions.)

The school plans to add women's soccer this year and women's lacrosse in the spring of 1997. The women asked, however, that lacrosse become a varsity team immediately.

Syracuse has 11 varsity men's sports, compared to 9 for women. Although slightly more than 50 percent of the students are women, 360 men but only 155 women participate in sports.

## SHOULD RICHIE PARKER, SEX OFFENDER, BE ALLOWED TO PLAY COLLEGE BASKETBALL?

That is the question many are asking. Parker was a high school basketball star who pled guilty to a charge of sexually abusing a 15-year old classmate. He had been recruited by Seton Hall, which then rescinded its scholarship offer. The University of







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Utah, California State University at Fullerton, the University of Southern California, and George Washington University also made overtures but then backed off. Public protests from students and faculty were an important factor in these actions.

Parker ended up at Mesa Community College last year. The school accepted him with a year's probation and he was not allowed to play basketball.

Now Parker has accepted a scholarship from Long Island University, a Division I school. Again, protests have been raised, with women's groups often saying that Parker should not be put in a position of being a "role model" and representing an educational institution. Others contend he should be given a second chance. When being considered for George Washington University earlier, Parker publicly apologized to his victim and signed an agreement whereby she will get a percentage of his earnings should he play professional basketball. (See *About Women on Campus*, 4(2), 1995, 10-11, and 4(4), 1995, 8.)

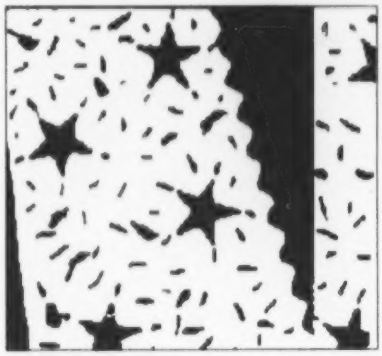
### RESOURCE: LOOKING FOR ATHLETIC SCHOLARSHIPS?

A listing of college athletic scholarships offered for women is available from the Women's Sports Foundation. Send $3 for postage and handling to the Foundation at Eisenhower Park, East Meadow, NY 11554.

### ELECTRONIC RESOURCES

- For a data base on women in sports, see http://fiat.gslis.utexas.edu/~lewisa/womsprt.html
- For information about gender equity in sports, see htpp://www.arcade.uiowa.edu/proj/ge





## WOMEN IN SCIENCE

### INCREASING THE NUMBER OF WOMEN SCIENCE MAJORS

In five years, from 1990-1995, Dartmouth College increased the number of graduating women who majored in science from 45 to 96. They did it with a carefully designed program of offering support to women students, ranging from "hands-on" research internships for first-year women; pairing slightly older peers who are science majors to mentor first-year students and provide encouragement, guidance in course selection, and other help; off-campus apprenticeships; industrial site visits; career workshops, seminars, and panel discussions; a woman-tutored science study room for supplemental drop-in academic help provided by upperclass tutors; seminars with visiting scientists; and a twice-monthly electronic newsletter.

In addition, faculty received assistance with new teaching methods designed to help not only women but all students through science teaching seminars and other methods. One faculty member, Delo Mook, redesigned his introductory physics course by purposely selecting students who had difficulty with it. He hired several women to help him design his course in a way that embraces multiple learning approaches—ways which benefit both men and women students.

For a short summary of the program, send for a free copy of *The Women in Science Project at Dartmouth: A Five Year Perspective, 1990-1995*, available from the project at Dartmouth College, 8000 Cummings Hall, Hanover, NH 03755-8000.

### MENTORING BY E-MAIL

The Dartmouth Women in Science Program, described above, is also engaged in an innovative mentoring program linking women students who are potentially interested in scientific and technical careers in industry with industrial mentors. This may be the first e-mail mentoring project at the undergraduate and graduate level. Thirty-five women have been linked by e-mail to mentors, most of them women working in the science industry, although six men have also participated as mentors. Mentors were paired with students through a get-acquainted dinner at the college and then continued their conversations on-line.

Plans are underway to develop a national program which will serve other colleges and universities, linking interested students in science and engineering with industrial mentors via e-mail. The plan is to involve 5,000 women at 100 colleges in five years.

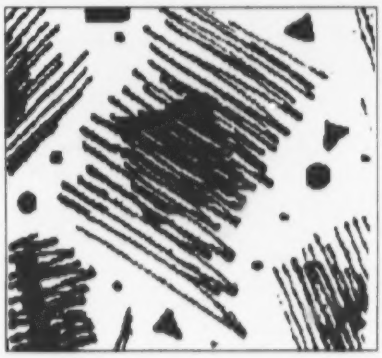
For more information, contact WISP director Mary Pavone at mary.pavone@dartmouth.edu, or at the address above, or by phone: 603-646-3866.

## AN AGENDA FOR WOMEN IN SCIENCE, MATHEMATICS AND ENGINEERING

*The Equity Agenda: Women in Science, Mathematics and Engineering* is an agenda for future research, policy and practice developed by a national group of experts from academe, government, industry, and foundations. The 12-page report, sponsored by the Alfred P. Sloan Foundation, includes a list of key recommendations for practitioners, researchers, and policy-makers as well as recommendations for funding agencies, employers, and others.

The report, which is available separately, is included in a new book, *The Equity Equation: Fostering the Advancement of Women in the Sciences, Mathematics, and Engineering*. The book presents the findings and recommendations of numerous experts on research and policy. It addresses critical issues facing women in the scientific disciplines including demographic myths and realities; the educational pipeline for women and girls; diversity, including race/ethnicity, class, sexual orientation, disability and age; institutional norms, values and structures; barriers to success at the career stage; effectiveness of intervention and curriculum strategies; and the relationship between public policies and institutional change. It concludes with the research and policy agenda described above.

The 351-page book by Cinda-Sue Davis, Angela B. Ginorio, Carol S. Hollenshead, Barbara B. Lazarus, Paula M. Rayman and Associates is published by Jossey-Bass; call 1-800-956-7739. For a free copy of the report, contact Merta Trumble at 313-998-7080 or e-mail mtrumble@umich.edu



# RESOURCES

• **More About Black Women:** *Notable Black Women, Book II*, contains the biographies of about 300 women, bringing the total, (with Book I) to 800. Edited by Jessie Carney Smith, the book is published by Gale Research.

Entries cover women from the 17th century to 1970, in many fields of achievement and different historical periods and geographical areas. Over 100 scholars, along with the editor, contributed to the work.

• **Women's Resources International:** the ultimate women's studies resource. This CD-ROM includes over 116,000 records from 1972 to the present drawn from a number of women's studies databases including the following:

Women's Studies Abstracts (1984-)

Women's Database from the University of Toronto (1972-)

Women's Studies Librarian from the University of Wisconsin

- New Books on Women and Feminism (1987-)
- WAVE: Women's Audiovisuals in English: A Guide to Nonprint Resources in Women's Studies (1985-1990)
- Women, Race and Ethnicity: A Bibliography (1970-1990)
- The History of Women and Science, Health and Technology: A Bibliographic Guide to the Professions and the Disciplines (1970-1995)

Women of Color and Southern Women: A Bibliography of Social Science Research (1975-)

Women's Health and Development: An Annotated Bibliography (1995)

The disc is available from the National Information Services Corporation, Wyman Towers, 3100 St. Paul Street, Baltimore, MD 21218; e-mail: sales@nisc.com. $895 including semi-annual updates; add $18 for shipping.

• **Your Library: A Feminist Resource** is a set of 15 lists of short bibliographies on the following subjects: African-American Women, Asian-American Women, Chicana/Latinas, Child Care, Legal Issues for Women, Lesbians, Pay Equity, Rape, Sexual Harassment, Violence Against Women, Child Sexual Abuse, Women and Aging, Women in Management, Women's Health Issues, Women's History, and Women's Studies. Most list 25 to 40 resources with a brief description. Journals, bibliographies, and other sources of information are also included.

The set, developed by the American Library Association Committee on the Status of Women in Librarianship, should be helpful to anyone searching for basic information about these topics. The set is free, but the committee suggests a

donation of $1 to cover postage. Send for *Your Library: A Feminist Resource* from COSWL, ALA, 50 East Huron Street, Chicago, IL 60611.

• **The Politics of Manhood:** *Profeminist Men Respond to the Mythopoetic Men's Movement (And the Mythopoetic Leaders Answer)* is a collection of essays by profeminist men examining and critiquing the motivations and actions of the men's movement started by Robert Bly, Sam Keene, and others, with Bly and others responding. Edited by Michael S. Kimmel, the 379-page book is published by published by Temple University Press and costs $18.95, paperback.

• **Beijing Conference Report:** *A Matter of Simple Justice: Women's Rights Are Human Rights —A Report to American Women and Men on the Occasion of the U.N. Fourth World Conference on Women* summarizes the critical issues raised at the world conference in a user-friendly manner and outlines the national, state and local models working to empower women and fulfill the U.S. commitment made in Beijing. Each chapter deals with specific concerns such as human rights, violence, balancing work and family, education, and economic security. One section provides suggestions for individuals for improving the lives of women and girls. A resource directory of more than 200 governmental and non-governmental organizations is included.

Published by the Center for Policy Alternatives, 1875 Connecticut Avenue NW, Suite 710, Washington, DC 20009-5728, the

## KEEPING INFORMED ABOUT WHAT'S HAPPENING AND WHAT TO DO ABOUT IT

### *Women Leaders Launch Internet Campaign For '96 Election And Beyond*

Women Organizing for Change (WOC) has launched Women Leaders Online, the first large-scale women's advocacy group on the Internet. WOC will use the internet to link a million women in a powerful network to provide e-mail updates about political candidates, legislation, and media campaigns. In addition to issue alerts, there are links to other women's resources on the Internet, a 10-point Women's Contract With America, an expose of anti-feminist women, and details on WOC sponsors and endorsers. Among the founding members of WOC are former vice presidential candidate Geraldine Ferraro, author Barbara Ehrenreich, and political commentator Julianne Malveaux.

WOC is asking women and sympathetic men to pledge one hour a week for grassroots political work for pro-women candidates and causes.

To join, do any one of the following:

• Complete an online volunteer pledge form at http://wlo.org

• Send an e-mail to volunteer@wlo.org with the subject "volunteer"

• Call 1-800-WOMAN96

For additional information, contact Women Organizing for Change, P.O.Box 57199, Washington, DC 20037, Phone: 202-861-4730; Fax: 202-861-4297.

### *Learn The Latest From Washington Feminist FAXnet*

The Washington Feminist Faxnet is a weekly two-page faxletter that tells all about what's happening concerning women's issues in politics, education, media, sports and anything else that affects women. Always included is a specific guide for action that individuals can take in less than ten minutes per week. The purpose of the faxletter is to motivate women active in advocating for legal, social and economic equality.

The faxletter, funded by feminist foundations, is occasionally humorous and irreverent but always full of information. Annual tax-deductible charges are $20 for low-income persons, $35 for individuals, and $50 for organizations. Washington Feminist Faxnet was started by Martha Burke, president of the Center for Advancement of Public Policy, a non-profit, non-partisan group.

Send your name, name of company or organization (if any), and your fax number to 202-265-6245 for a free copy of the current issue and subscription information.

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report costs $10 plus $1.95 for shipping and handling.

### Women Around the World

• *The United Nations and the Advancement of Women, 1945-1996.* This reference book, updated to include the outcome of the 1995 Beijing conference, includes more than 130 United Nations documents relating to women's rights, and chronicles how women issues developed internationally from an initial focus on political and family rights to include issues such as poverty, violence, education, employment, and health care.

The 852-page book costs $49.95 and is available from United Nations Publications, Room DC2-853, Dept. PRES, New York, NY 10017.

• *Books on Women and Development* is the catalogue for Women, Ink, a project of the International Women's Tribune Center, which lists information and training resources on women and development issues in Africa, Asia, Western Asia, Eastern Europe, Latin America, the Caribbean, and the Pacific.

The 64-page catalogue describes approximately 80 books on a wide range of topics such as refugees, education, agriculture, communication, training, water and sanitation, family, and science and technology. Contact Women, Ink at 777 United Nations Plaza, New York, NY 10017, or at their web site: wink@igc.apc.org


## NEW VIDEOS

**Backlash To Change: Moving Beyond Resistance** (33 minutes)
**Backlash to Equity: First Nations People Speak Out** (30 minutes)

Two new videos, and accompanying facilitator's manuals, have just been produced by The Centre for Research on Violence Against Women and Children, Fanshawe College, and The University of Western Ontario, London, Canada. (The same institutions that produced *"The Chilly Climate for Women in Colleges and Universities"* video.) These videos explore the opposition and resistance to diversity, equity and human rights initiatives being experienced in colleges and universities and the community-at-large. The *Backlash to Equity: First Nations People Speak Out* video specifically addresses these issues from a First Nations point of view.

**Each video explores:** • what is backlash
• the tactics used to discredit, marginalize, and threaten those working on equity and social justice initiatives, and
• the strategies for dealing with backlash.

**To order or preview, contact:** Equity Services, The University of Western Ontario, Room 208 Stevenson-Lawson Building, London, Canada N6A 5B8
Tel: (519) 661-3334 • Fax (519) 661-2079 • Email perksl@uwoadmin.uwo.ca

**Purchase Price: $350 U.S. each (or both videos for $450 U.S.)**
**Preview Price: $50 U.S. each (or both videos for $75 U.S.)**



## *Gender Equity in Math and Science*

The sixteen articles in this special two-part focus of *Initiatives*, the award-winning journal of the National Association for Women in Education (NAWE), explore what we can do to increase the number of girls and women who take courses in math and science and consider and enter careers requiring skills in these areas. They provide a useful overview of the current situation, details about successful initiatives and programs, models for replication, strategies for recruitment and retention, pyschological and sociological perspectives, and suggestions about what remains to be done to help assure access and equity for girls and women.

Two issue set: $26.00 (postage included). All orders must be prepaid.

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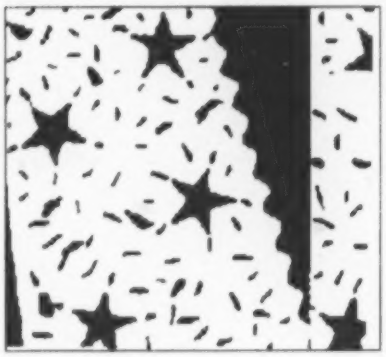

# ACE OFFICE OF WOMEN IN HIGHER EDUCATION

*"As women lead, they are changing leadership; as women organize, they are changing organizations."*

❐❐❐



## A Challenge for Women Presidents: PLATFORM FOR ACTION

Oakland, California, was the setting for the third Women College Presidents' Summit this past June. Among the topics discussed by the 135 women presidents attending were the outcomes of the recent Fourth World Conference on Women and the NGO Forum in Beijing. Presidents who had attended the Conference brought back to their colleagues the spirit of excitement and solidarity demonstrated by those present in Beijing. The women presidents focused their conversation on the "Platform for Action" which was produced and endorsed by the participants of the Fourth World Conference. The platform contains twelve major issues for action:

- The persistent and increasing burden of poverty on women
- Inequality in women's access to education and training
- Inequalities in health and related health care services
- All forms of violence against women
- Effects on women of persecution and armed or other kinds of conflict
- Inequality in women's access to and participation in the definition of economic structures and policies and the productive process
- Inequality between men and women in the sharing of power and decision making at all levels
- Insufficient mechanisms at all levels to promote the advancement of women
- Promotion and protection of human rights of women
- Women and the media
- Women and the environment
- Persistent discrimination against and violation of the rights of the girl child

The challenge to support the platform and act upon it was set forth at the Women Presidents' Summit. Donna Shavlik and Judy Touchton called upon the presidents attending the Summit to take the "Platform for Action" back to their respective campuses and to seize every opportunity to sensitize their constituents to the issues. The presidents were also encouraged to develop and sponsor activities, events, and debates that focus on these issues. Women presidents are in a key position to make the action agenda visible on campuses across the country and to advance strategies to implement the agenda. At the Summit, Donna Shavlik announced that the OWHE will take the lead in establishing and nurturing an international network of women college and university presidents, vice chancellors, and rectors, modeled after the NIP network, to facilitate communication about and support of advancing the role of women in higher education globally. This effort is the result of action taken by international women leaders in higher education. The women presidents left the Summit with a renewed commitment to continuing their effort to advance women's leadership in higher education and to develop concrete strategies with which to do so.

As women in leadership positions around the world rally to work toward greater equality for all women in higher education, the NIP Executive Board, under the auspices of the OWHE, puts forth a call for nominations for the NIP Leadership Award. This award is given annually to an outstanding program which demonstrates a commitment to advancing women in higher education. Nominations can be forwarded to:

Lucy Lapovsky
Goucher College
1021 Dulaney Valley Road
Baltimore, MD 20204

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Notes prepared by Dr. Carol A. Moore, Provost and Vice President for Academic Affairs, Mercy College, Dobbs Ferry, NY

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- ▲ Management/Human Relations Management

**College of Education**
- ▲ Educational Psychology, Administration, and Counseling (School Counseling)
- ▲ Educational Psychology, Administration, and Counseling (Special Education/Child Development)
- ▲ Teacher Education (Elementary Education) Bilingual - Social Studies - Mathematics

**College of Health & Human Services**
- ▲ Communicative Disorders
- ▲ Family and Consumer Sciences (Education/Communications)
- ▲ Health Care Administration
- ▲ Health Science (Radiation Therapy)
- ▲ Nursing (Women's Health Care)
- ▲ Physical Education (Biomechanics)

**College of Liberal Arts**
- ▲ Asian/Asian American Studies
- ▲ Geography (Applied Environmental)
- ▲ Journalism (Public Relations)
- ▲ Linguistics/Anthropology (Linguistic Anthropology)
- ▲ Philosophy (Modern)
- ▲ Psychology (Social Psychology)
- ▲ Sociology (U.S. Race and Ethnic Relations)
- ▲ Speech Communication (Rhetoric and Public Address)

**College of Natural Science & Mathematics**
- ▲ Biological Sciences (Medical Bacteriology)
- ▲ Chemistry and Biochemistry (Biochemistry)

All positions are open until filled. Contact the appropriate Department for detailed information at CSULB, 1250 Bellflower Blvd., Long Beach, CA 90840, (310) 985-4111 V/TDD.

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